

Extra Ordinary Part - I-L / 2008

Extra No.	Date	Department
Extra No.1	18-01-2008	Labour & Employment Department
Extra No.2	18-01-2008	Labour & Employment Department
Extra No.3	18-01-2008	Labour & Employment Department
Extra No.4	21-01-2008	Labour & Employment Department
Extra No.5	28-01-2008	Labour & Employment Department
Extra No.6	29-01-2008	Labour & Employment Department
Extra No.7	29-01-2008	Labour & Employment Department
Extra No.8	30-01-2008	Labour & Employment Department
Extra No.9	07-02-2008	Labour & Employment Department
Extra No.10	25-02-2008	Labour & Employment Department
Extra No.11	10-03-2008	Labour & Employment Department
Extra No.12	10-03-2008	Labour & Employment Department
Extra No.13	10-03-2008	Labour & Employment Department
Extra No.14	10-03-2008	Labour & Employment Department
Extra No.15	10-03-2008	Labour & Employment Department
Extra No.16	10-03-2008	Labour & Employment Department
Extra No.17	14-03-2008	Labour & Employment Department
Extra No.18	13-03-2008	Labour & Employment Department
Extra No.19	19-03-2008	Labour & Employment Department
Extra No.20	25-03-2008	Labour & Employment Department
Extra No.21	28-03-2008	Labour & Employment Department
Extra No.22	28-03-2008	Labour & Employment Department
Extra No.23	16-04-2008	Labour & Employment Department
Extra No.24	23-04-2008	Labour & Employment Department
Extra No.25	04-06-2008	Labour & Employment Department
Extra No.26	09-06-2008	Labour & Employment Department
Extra No.27	09-06-2008	Labour & Employment Department

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Extra No.	Date	Department
Extra No.28	19-06-2008	Labour & Employment Department
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Extra No.30	14-07-2008	Labour & Employment Department
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Extra No.37	22-07-2008	Labour & Employment Department
Extra No.38	08-09-2008	Labour & Employment Department
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Extra No.45	19-09-2008	Labour & Employment Department
Extra No.46	24-09-2008	Labour & Employment Department
Extra No.47	08-10-2008	Labour & Employment Department
Extra No.48	03-11-2008	Labour & Employment Department
Extra No.49	01-12-2008	Labour & Employment Department
Extra No.50	29-11-2008	Labour & Employment Department
Extra No.51	06-12-2008	Labour & Employment Department
Extra No.52	17-12-2008	Labour & Employment Department
Extra No.53	22-12-2008	Labour & Employment Department
Extra No.54	23-12-2008	Labour & Employment Department

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PART I-L

Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

શ્રમ અને રોજગાર વિભાગ

જાહેરનામું

સચિવાલય, ગાંધીનગર, તારીખ ૧૧મી જાન્યુઆરી, ૨૦૦૮.

ઔદ્યોગિક વિવાદ અધિનિયમ, ૧૯૪૭ (સને ૧૯૪૭નો ૧૪મો).

ક્રમાંક કેએચઆર-૨૦૦૮-૦૪-આઈડીએ-૧૯૮૭-૫૯૨ (૯૭) પાર્ટ-૧-મ-(૪).-ગુજરાત સરકારને ખાતરી થઈ છે કે, ગુજરાતમાં આવેલ ક્ષીલાઈઝર ઉદ્યોગ હેઠળના શ્રમયોગીઓના રોજગારને સને ૧૯૪૭ના ઔદ્યોગિક વિવાદ અધિનિયમ (જેનો ઉલ્લેખ હવે પછી “ઉક્ત અધિનિયમ” એ રીતે કરેલ છે) ના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરવામાં આવે તે જાહેર હિતમાં જરૂરી છે.

તેથી હવે, ઉક્ત અધિનિયમની કલમ-(૨)ના ખંડ (એન)ના પેટા-ખંડ ૬ થી મળેલ સત્તાની રૂએ ગુજરાત સરકાર, આથી સદરહું રોજગારની સેવાઓને તારીખ ૧૫મી જાન્યુઆરી, ૨૦૦૮ થી વધુ છ માસની મુદત સુધી ઉક્ત અધિનિયમના હેતુઓ માટે “લોકોપયોગ સેવા” તરીકે જાહેર કરે છે.

ગુજરાતના રાજ્યપાલશ્રીનું હુકમથી અને તેમના નામે,

એ. એમ. કાદરી,
નાયબ-સચિવ.

સરકારી મુદ્રણાલય, વડોદરા.

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જાહેરનામું

સચિવાલય, ગાંધીનગર, તારીખ ૧૧મી જાન્યુઆરી, ૨૦૦૮.

ઔદ્યોગિક વિવાદ અધિનિયમ, ૧૯૪૭ (સને ૧૯૪૭નો ૧૪મો).

ક્રમાંક કેએચઆર-૨૦૦૮-૦૫-આઈડીએ-૧૦૦૦-૭૭૯ ભાગ-૧-મ-(૪).-ગુજરાત સરકારને ખાતરી થઈ છે કે, હોસ્પિટલ ઉદ્યોગ હેઠળના રોજગારને સને ૧૯૪૭ના ઔદ્યોગિક વિવાદ અધિનિયમ (જેનો ઉલ્લેખ હવે પછી “ઉકત અધિનિયમ” એ રીતે કરેલ છે) ના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરવામાં આવે તે જાહેર હિતમાં જરૂરી છે.

તેથી હવે, ઉક્ત અધિનિયમની કલમ-(૨)ના ખંડ (એન)ના પેટા-ખંડ (દ) થી મળેલ સત્તાની રૂએ ગુજરાત સરકાર, આથી અશક્તાશ્રમ હોસ્પિટલ, સુરતના કામદારોના રોજગારની સેવાઓને આ જાહેરનામાની તારીખથી છ માસની મુદત સુધી ઉક્ત અધિનિયમના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરે છે.

ગુજરાતના રાજ્યપાલશ્રીના હુકમથી અને તેમના નામે,

એ. એમ. કાદરી,
નાયબ-સચિવ.

સરકારી મુદ્રણાલય, વડોદરા.

EXTRA No. 3

POSTAL REGISTRATION
No. VDR-E/14/2006-2008



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LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, dated 18th January, 2008.

Minimum Wages Act, 1948.

No: -KHR-2008-13-MWA-10-2005-1103-M (2) :- The following draft of a notification which is proposed to be issued under sub-section -27 of the Minimum Wages Act, 1948 (11th of 1948) (hereinafter referred to as "the said Act"), is hereby published as required by section 27 of the said Act, for the information of all persons likely to be affected thereby and notice is hereby

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given that the said draft will be taken into consideration, by the Government of Gujarat, on or after the expiry of three months from the date of its publication in the Official Gazette.

Any objection or suggestion which may be received by the Additional Chief Secretary, Labour and Employment Department, Sachivalaya, Gandhinagar, from any person in respect to the draft notification on or before the expiry of the aforesaid period will be taken into consideration by the Government.

DRAFT NOTIFICATION

No.KHR-2008-13-MWA-10-2005-1103-M(2) :- In exercise of the powers conferred by section 27 of the Minimum Wages Act, 1948 (11th of 1948), the Government of Gujarat hereby amends Part I of the Schedule appended to the said Act as follows, namely :-

In the Part I of the Schedule appended to the said Act, after item No. 59, the following shall be added, namely :-

60 "Employment of Sweeping and Cleaning excluding activities prohibited under the Employment of Manual Scavengers and Construction of Dry Latrines (Prohibition) Act, 1993."

By order and in the name of the Governor of Gujarat.

A. M. Kadri,
Dy. Secretary to Government.



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**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT
AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948, GANDHINAGAR**

Notification

No. KH/SHMC/38816/MWA/6.—In pursuance of clause (d) of section- 2 of Minimum Wages Act, 1948, in its application to the State of Gujarat. I, the Deputy Commissioner of Labour, Gandhinagar, the Competent Authority, appointed under clause (c) of the said section-2, hereby declare cost of living index number ascertained by me and specified in column 2 of the Schedule annexed hereto applicable to the employees employed in employments mentioned in Part-I of the schedule to the Act.

SCHEDULE

(Average price for the calendar year 1960=100)

Month	Cost of Living Index Number
November, 2007	2916

Gandhinagar, 11th January, 2008.

H. R. SHAH,

Deputy Commissioner of Labour and
Competent Authority under
the Minimum Wages Act, 1948,
Gujarat State, Gandhinagar.

નાયબ શ્રમ આયુક્ત અને સને ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી દ્વારા

જાહેરનામું

નંબર : કેએચ-એસએચએમસી-૩૮૮૧૯.- સને ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમની કલમ-૨ના ખંડ (ઘ) મુજબ એ અધિનિયમ ગુજરાત રાજ્યને લાગુ પડતા નાયબ શ્રમ આયુક્ત, ગાંધીનગર અને ઉક્ત કલમ-૨ના ખંડ (ગ) હેઠળ સક્ષમ અધિકારી તરીકે નિમાયેલ હું, નાયબ શ્રમ આયુક્ત, ગાંધીનગર આથી આ અધિનિયમની અનુસૂચિના ભાગ-૧માં જણાવેલ રોજગારીમાં નોકરી કરતા કર્મચારીઓને લાગુ પડતા આ સાથે જોડેલી અનુસૂચિના ખાના-૨માં જણાવેલા અને મેં ખાતરી કરેલા ખર્ચના સૂચિઆંકની જાહેરાત કરું છું.

અનુસૂચિ

(૧૯૬૦ના આખા અંગ્રેજી વર્ષ માટેના સરેરાશ ભાવ = ૧૦૦)

મહિનો	જીવન-નિર્વાહ ખર્ચના સૂચિ આંક
નવેમ્બર, ૨૦૦૭	૨૯૧૬

ગાંધીનગર, તારીખ ૧૧મી જાન્યુઆરી, ૨૦૦૮.

એચ. આર. શાહ,

નાયબ શ્રમ આયુક્ત અને

લઘુત્તમ વેતન અધિનિયમ અન્વયે

સક્ષમ અધિકારી, ગુજરાત રાજ્ય,

ગાંધીનગર.

સરકારી મુદ્રણાલય, વડોદરા.

EXTRA No.5

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જાહેરનામું

સચિવાલય, ગાંધીનગર, તારીખ ૨૪મી જાન્યુઆરી, ૨૦૦૮.

ઔદ્યોગિક વિવાદ અધિનિયમ, ૧૯૪૭ (સને ૧૯૪૭ નો ૧૪ મો).

ક્રમાંક કેએચઆર-૨૦૦૮/૧૫/આઈડીએ-૨૦૦૨-૪૬૬--મ (૪).— ગુજરાત સરકારને ખાતરી થઈ છે કે, પેટ્રોકેમીકલ્સ ઉદ્યોગ હેઠળના શ્રમયોગીઓના રોજગારને સને ૧૯૪૭ના ઔદ્યોગિક વિવાદ અધિનિયમ (જેનો ઉલ્લેખ હવે પછી “ઉક્ત અધિનિયમ” એ રીતે કરેલ છે) ના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરવામાં આવે તે જાહેર હિતમાં જરૂરી છે.

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તેથી હવે, ઉક્ત અધિનિયમની કલમ-૨ ના ખંડ (એન) ના પેટા-ખંડ(દ) થી મળેલ સત્તાની રૂએ, ગુજરાત સરકાર, આથી રીલાયન્સ ઈન્ડસ્ટ્રીઝ લી., વડોદરા, મેન્યુફેક્ચરીંગ ડીવીઝન હેઠળના કામદારોના રોજગારની સેવાઓને આ જાહેરનામાની તારીખ ૨૫મી જાન્યુઆરી, ૨૦૦૮ થી છ માસની મુદત સુધી ઉક્ત અધિનિયમના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરે છે.

ગુજરાતના રાજ્યપાલશ્રીના હુકમથી અને તેમના નામે,

એ. એમ. કાદરી,
નાયબ સચિવ.

સરકારી મુદ્રણાલય, વડોદરા.

EXTRA No.6

POSTAL REGISTRATION
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જાહેરનામું

સચિવાલય, ગાંધીનગર, તારીખ ૧૭મી જાન્યુઆરી, ૨૦૦૮.

ઔદ્યોગિક વિવાદ અધિનિયમ, ૧૯૪૭ (સને ૧૯૪૭ નો ૧૪ મો).

ક્રમાંક કેએચઆર-૨૦૦૮/૭/આઈડીએ-૧૦૨૦૦૪-૯૨૩--મ (૪).— ગુજરાત સરકારને ખાતરી થઈ છે કે, સ્ટેપલ ફાઈબર અને એસિડ ઉદ્યોગ હેઠળના શ્રમયોગીઓના રોજગારને સને ૧૯૪૭ના ઔદ્યોગિક વિવાદ અધિનિયમ (જેનો ઉલ્લેખ હવે પછી “ઉક્ત અધિનિયમ” એ રીતે કરેલ છે) ના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરવામાં આવે તે જાહેર હિતમાં જરૂરી છે.

તેથી હવે, ઉક્ત અધિનિયમની કલમ-૨ ના ખંડ (એન) ના પેટા-ખંડ(ક) થી મળેલ સંત્તાની રૂએ, ગુજરાત સરકાર, આથી બિરલા સેલ્યુલોઝીક, મુ. ખરચ, કોસંબા આર. એસ., જી. ભરૂચના કામદારોના રોજગારની સેવાઓને આ જાહેરનામાની તારીખ થી છ માસની મુદત સુધી ઉક્ત અધિનિયમના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરે છે.

ગુજરાતના રાજ્યપાલશ્રીના હુકમથી અને તેમના નામે,

એ. એમ. કાદરી,
નાયબ સચિવ.

સરકારી મુદ્રણાલય, વડોદરા.

EXTRA No. 7

POSTAL REGISTRATION
No. VDR-E/14/2006-2008



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and Gujarat Industrial Relations Act.

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, dated 18th January, 2008.

Minimum Wages Act, 1948.

No: KHR-2008-13-MWA-10-2005-1103-M (2) :- The following draft of a notification which is proposed to be issued under sub-section -27 of the Minimum Wages Act, 1948 (11th of 1948) (hereinafter referred to as "the said Act"), is hereby published as required by section 27 of the said Act, for the information of all persons likely to be affected thereby and notice is hereby

7/2 GUJ.GOV.T.GAZ. EX., JANUARY 29, 2008 / MAGHA 9, 1929 [PART I-L

given that the said draft will be taken into consideration, by the Government of Gujarat, on or after the expiry of three months from the date of its publication in the *Official Gazette*.

Any objections or suggestions which may be received by the Additional Chief Secretary, Labour and Employment Department, Sachivalaya, Gandhinagar, from any person in respect to the draft notification on or before the expiry of the aforesaid period will be taken into consideration by the Government.

DRAFT NOTIFICATION

No.KHR-2008-13-MWA-10-2005-1103-M(2) :- In exercise of the powers conferred by section 27 of the Minimum Wages Act, 1948 (11th of 1948), the Government of Gujarat hereby amends Part I of the Schedule appended to the said Act as follows, namely :-

In the Part I of the Schedule appended to the said Act, after item No. 59, the following shall be added, namely :-

60 "Employment of Sweeping and Cleaning excluding activities prohibited under the Employment of Manual Scavengers and Construction of Dry Latrines (Prohibition) Act, 1993."

By order and in the name of the Governor of Gujarat.

A. M. Kadri,
Deputy Secretary.

EXTRA No.8

POSTAL REGISTRATION
No. VDR-E/14/2006-2008



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શ્રમ અને રોજગાર વિભાગ

જાહેરનામું

સચિવાલય, ગાંધીનગર, તારીખ ૧૭મી જાન્યુઆરી, ૨૦૦૮.

औद्योगिक विवाद अधिनियम, १९४७ (सन् १९४७ नो १४ मो).

ક્રમાંક કેએચઆર-૨૦૦૮/૮/આઈડીએ-૧૦૮૮-૩૪૦--મ (૪).- ગુજરાત સરકારને ખાતરી થઈ છે કે, પેટ્રોકેમિકલ્સ ઉદ્યોગ હેઠળના શ્રમયોગીઓના રોજગારને સને ૧૯૪૭ના ઔદ્યોગિક વિવાદ અધિનિયમ (જેનો ઉલ્લેખ હવે પછી “ઉક્ત અધિનિયમ” એ રીતે કરેલ છે) ના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરવામાં આવે તે જાહેર હિતમાં જરૂરી છે.

તેથી હવે, ઉક્ત અધિનિયમની કલમ-૨ ના ખંડ (એન) ના પેટા-ખંડ(દ) થી મળેલ સત્તાની રૂએ, ગુજરાત સરકાર, આથી રીલાયન્સ ઈન્ડસ્ટ્રીઝ લી., હજીરા મેન્યુ. ડીવીઝન, સુરત હેઠળના કામદારોના રોજગારની સેવાઓને આ જાહેરનામાની તારીખથી છ માસની મુદત સુધી ઉક્ત અધિનિયમના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરે છે.

ગુજરાતના રાજ્યપાલશ્રીના હુકમથી અને તેમના નામે,

એ. એમ. કાદરી,
નાયબ સચિવ.

સરકારી મુદ્રણાલય, વડોદરા.



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શ્રમ અને રોજગાર વિભાગ

જાહેરનામું

સચિવાલય, ગાંધીનગર, તારીખ ૨જ ફેબ્રુઆરી, ૨૦૦૮.

મુંબઈ મજૂર કલ્યાણ અધિનિયમ, ૧૯૫૩.

ક્રમાંક કેએચઆર-૧૭/૨૦૦૮/કકબ-૧૦૮૮-૫૮૮૬-૫૮૮૬-મ (૪).- મુંબઈ મજૂર કલ્યાણ અધિનિયમ, ૧૯૫૩ (સને ૧૯૫૩ના મુંબઈ-૪૦)ની કલમ-૧૨ (૧) થી મળેલ સત્તાની રૂએ આથી ગુજરાત સરકાર, ગુજરાત કામદાર કલ્યાણ બોર્ડ, અમદાવાદ હસ્તકના કામદાર કલ્યાણ અધિકારીશ્રીને મજૂર કલ્યાણ ફંડ અધિનિયમના હેતુ માટે “ઈન્સ્પેક્ટર” તરીકે નીમે છે.

ગુજરાતના રાજ્યપાલશ્રીના હુકમથી અને તેમના નામે,

રા. વિ. ભગત,
ઉપ-સચિવ.



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IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT
AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948,
GANDHINAGAR**

Notification

No. KH/SHMC/38827/MWA/6.—In pursuance of clause (d) of section-2 of Minimum Wages Act, 1948, in its application to the State of Gujarat. I, the Deputy Commissioner of Labour, Gandhinagar, the Competent Authority, appointed under clause (c) of the said section-2, hereby declare cost of living index number ascertained by me and specified in column 2 of the Schedule annexed hereto applicable to the employees employed in employments mentioned in Part-I of the schedule to the Act.

SCHEDULE

(Average price for the calendar year 1960=100)

Month	Cost of Living Index Number
December, 2007	2916

Gandhinagar, 20th February, 2008.

H. R. SHAH,

Deputy Commissioner of Labour and
Competent Authority under
the Minimum Wages Act, 1948,
Gujarat State, Gandhinagar.

નાયબ શ્રમ આયુક્ત અને સને ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી દ્વારા

જાહેરનામું

નંબર : કેએચ-એસએચએમસી-૩૮૮૩૦.- સને ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમની
ક્લમ-૨ના ખંડ (ધ) મુજબ એ અધિનિયમ ગુજરાત રાજ્યને લાગુ પડતા નાયબ શ્રમ આયુક્ત,
ગાંધીનગર અને ઉક્ત કલમ-૨ના ખંડ (ગ) હેઠળ સક્ષમ અધિકારી તરીકે નિમાયેલ હું, નાયબ શ્રમ
આયુક્ત, ગાંધીનગર, આથી આ અધિનિયમની અનુસૂચિના ભાગ-૧માં જણાવેલ રોજગારીમાં નોકરી
કરતા કર્મચારીઓને લાગુ પડતા આ સાથે જોડેલી અનુસૂચિના ખાના-૨માં જણાવેલા અને મેં ખાતરી
કરેલા ખર્ચના સૂચિઆંકની જાહેરાત કરું છું.

અનુસૂચિ

(૧૯૬૦ના આખા અંગ્રેજી વર્ષ માટેના સરેરાશ ભાવ = ૧૦૦)

મહિનો	જીવન-નિર્વાહ ખર્ચના સૂચિ આંક
ડીસેમ્બર, ૨૦૦૭	૨૯૧૬

ગાંધીનગર, તારીખ ૨૦મી ફેબ્રુઆરી, ૨૦૦૮.

એચ. આર. શાહ,
નાયબ શ્રમ આયુક્ત અને
લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી, ગુજરાત રાજ્ય,
ગાંધીનગર.

સરકારી મુદ્રણાલય, વડોદરા.

EXTRA No. 11

POSTAL REGISTRATION
No. VDR-E/14/2006-2008



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નાયબ શ્રમ આયુક્ત અને સને ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી દ્વારા

જાહેરનામું

નંબર કેએચ-એસએચએમસી-૩૮૮૩૨.-એમડબલ્યુએ-૬.- શિક્ષણ અને મજૂર વિભાગના તારીખ ૧૦મી ઓગસ્ટ, ૧૯૬૪ના સરકારી જાહેરનામા નં. કેએચ-એસએચ/એમડબલ્યુએ/૧૦૬૪/૫૧૯૭૨-ટી, અન્વયે નાયબ શ્રમ આયુક્ત, ગાંધીનગરને સક્ષમ અધિકારી (હવે પછી આમાં જેમનો ઉલ્લેખ 'ઉક્ત સક્ષમ અધિકારી' તરીકે કરવામાં આવ્યો છે) તરીકે નીમવામાં આવ્યા હોવાથી તેમણે ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમની કલમ-૨ના ખંડ (ઘ) મુજબ અધિનિયમની અનુસૂચિના ભાગ-૧માં જણાવેલા અને ગુજરાત સરકારના રાજ્યપત્રમાં પ્રસિદ્ધ કરાયેલા રોજગારોમાં નોકરી કરતા કર્મચારીઓને લાગુ પડતા આ સાથે જોડેલી અનુસૂચિ-૧ ના ખાના (૩) માં

દર્શાવ્યા પ્રમાણેના તારીખ ૩૦મી જૂન, ૨૦૦૬ના રોજ પૂરા થતા ૬ મહિના માટેની સરેરાશ જીવન-નિર્વાહ ખર્ચના સૂચિ આંકની ખાતરી અને જાહેરાત કરી છે.

અનુસૂચિ-૧

(૧૯૬૦ના આખા અંગ્રેજી વર્ષ માટેના સરેરાશ ભાવ = ૧૦૦)

મુદત		સરેરાશ જીવન નિર્વાહ ખર્ચના
માં શરૂ થતી	માં પૂરી થતી	સૂચિ-આંક
૧	૨	૩
જુલાઈ, ૨૦૦૭	ડિસેમ્બર, ૨૦૦૭	૨૯૦૭

ગુજરાત સરકારે શ્રમ અને રોજગાર વિભાગના પરિશિષ્ટમાં દર્શાવ્યા મુજબ જાહેરનામા નંબર તથા વ્યવસાયથી ગુજરાત રાજ્યમાં પરિશિષ્ટમાં દર્શાવેલા રોજગાર (આમાં હવે પછી જેનો ઉલ્લેખ ઉક્ત અનુસૂચિત રોજગાર તરીકે કરવામાં આવ્યો છે) માં નોકરી કરતાં કર્મચારીઓની બાબતમાં ચૂકવવાપાત્ર દૈનિક અને માસિક લઘુત્તમ વેતન દરમાં તારીખ ૨૫મી એપ્રિલ, ૧૯૮૭ના રોજ અને તારીખ ૧લી મે, ૧૯૮૭ થી અમલી બને એ રીતે એવો સુધારો કર્યો છે કે જેથી એમાં જણાવેલા મૂળ વેતન દર અને ખાસ ભથ્થાનો સમાવેશ થઈ જાય અને ઉક્ત સક્ષમ-અધિકારીને એવી સૂચના આપી છે કે, અનુક્રમે ૩૦મી જૂન અને ૩૧મી ડિસેમ્બરના રોજ પૂરા થતાં એની તરત પહેલાંના ૬ મહિના માટેના ૧ લી ઓક્ટોબર અને ૧ લી એપ્રિલથી શરૂ કરીને દર છ મહિનાના અંતરે સરેરાશ જીવન-નિર્વાહ ખર્ચના સૂચિ-આંકના આધારે ભથ્થાના દરમાં એવી રીતે ફેરફાર કરવો કે જેથી (ક) જીવન-નિર્વાહ ખર્ચના સૂચિ-આંક ૧૬૪૫ કરતાં અથવા ઉક્ત અનુસૂચિત રોજગારમાં નોકરી કરતાં કર્મચારીઓને લાગુ પડતા ૧૬૪૫ કરતાં વધુ હોય એવી કોઈ સંખ્યા કરતાં દર પાંચ પોઈન્ટના વધારા માટે મૂળ વેતન દર ઉપરાંત દૈનિક રૂા. ૦.૨૦ અથવા માસિક રૂા. ૫-૨૦ના લેખે ખાસ ભથ્થું ચૂકવવાનું રહેશે. (ખ) ૧૬૪૫ કરતાં નીચો ન હોય એવા જીવન-નિર્વાહ ખર્ચના સૂચિ-આંક દર પાંચ પોઈન્ટના ઘટાડા માટે, ખાસ ભથ્થાના દરનો તારીખ ૧લી ઓક્ટોબર, ૨૦૦૬ થી શરૂ થતા ૬ મહિનાની મુદત માટે પહેલાં મેળ બેસાડવામાં આવે એ શરતે ખાસ ભથ્થામાં દૈનિક રૂા. ૦-૨૦ અથવા માસિક રૂા. ૫-૨૦ના દરે ઘટાડો કરવામાં આવશે.

આથી હવે, શ્રમ અને રોજગાર વિભાગના તારીખ ૨૫મી એપ્રિલ, ૧૯૮૭ના ઉક્ત જાહેરનામા નં. પરિશિષ્ટમાં દર્શાવ્યા મુજબ અન્વયે મળેલી સત્તાની રૂએ ઉક્ત સક્ષમ અધિકારી તારીખ ૧લી ઓક્ટોબર, ૨૦૦૬ના રોજ શરૂ થતાં છ મહિનાની બાબતમાં, આ સાથે જોડેલી અનુસૂચિ-૨ ના ખાના (૧) માં જણાવેલા વિભાગોમાં ઉક્ત અનુસૂચિત રોજગારમાં નોકરી કરતાં કર્મચારીઓના મૂળ વેતન-દર ઉપરાંત એમને ચૂકવવાપાત્ર ખાસ ભથ્થું (જીવન-નિર્વાહ ખર્ચ પેટે ભથ્થું) ઉક્ત અનુસૂચિ (૨)માં જણાવેલા દરે ઉપર્યુક્ત રીતે ઠરાવે છે અને જાહેર કરે છે.

અનુસૂચિ-૨

પરિશિષ્ટમાં દર્શાવેલ રોજગારીઓ :

કર્મચારી વર્ગ	ખાસ ભથ્થાની રકમ (જીવન-નિર્વાહ ખર્ચ પેટે ભથ્થું)	
(૧)	દૈનિક	માસિક
કુશળ, અર્ધ-કુશળ, બિન-કુશળ, }	રૂ. પૈસા ૫૦.૪૦	રૂ. પૈસા ૧૩૧૦-૪૦

સ્પષ્ટીકરણ :- આ જાહેરનામાના હેતુ પુરતું કર્મચારીઓના કુશળ, અર્ધ-કુશળ, અને બિન-કુશળ વર્ગનો અર્થ શ્રમ અને રોજગાર વિભાગના તારીખ ૨૫મી એપ્રિલ, ૧૯૮૭ના જાહેરનામાં નં. પરિશિષ્ટમાં દર્શાવ્યા મુજબ અને આ હેતુ માટે રચવામાં આવેલા અનુક્રમે કુશળ, અર્ધ-કુશળ, અને બિન-કુશળ, વર્ગના કર્મચારીઓ એવો થશે.

પરિશિષ્ટ

અનુ. નંબર	વ્યવસાયનું નામ	જાહેરનામા ક્રમાંક અને તારીખ ૨૫મી એપ્રિલ, ૧૯૮૭
૧	૨	૩
૧.	ઓટોમોબાઇલ્સ રીપેરીંગ વર્કસ અને ગેરેજનો વ્યવસાય.	(૧) કેએચઆર-૦/એમડબલ્યુએ/૧૦૮૭/૧૬૧૮ (૧)/એમ (૨) ૨૫-૪-૮૭.
૨.	બેકરી ઉદ્યોગ.	(૨) કેએચઆર-૮૧/એમડબલ્યુએ/૧૦૮૭/૧૬૧૮ (૨)/એમ (૨) ૨૫-૪-૮૭.
૩.	બોબીન વ્યવસાય.	(૩) કેએચઆર-૮૨/એમડબલ્યુએ/૧૦૮૭/૧૬૧૮ (૩)/એમ (૨) ૨૫-૪-૮૭.
૪.	હાડકાનો ભૂકો બનાવવાનો વ્યવસાય.	(૪) કેએચઆર-૩/એમડબલ્યુએ/૧૦૮૭/૧૬૧૮ (૪)/એમ (૨) ૨૫-૪-૮૭.
૫.	ઈંટ ઉત્પાદન વ્યવસાય.	(૫) કેએચઆર-૪/એમડબલ્યુએ/૧૦૮૭/૧૬૧૮ (૫)/એમ (૨) ૨૫-૪-૮૭.

૧	૨	૩
૬. સિમેન્ટ પ્રિસ્ટ્રેડની બનાવટોના વ્યવસાય.	(૬) કેએચઆર-૫/એમડબલ્યુએ/૧૦૮૭/૧૬૧૯ (૬)/એમ (૨) ૨૫-૪-૯૭.	
૭.૮. રસ્તાઓના બાંધકામ કે નિભાવ કરવાની કે બાંધકામ અને મકાન જાળવણીનો વ્યવસાય	(૭) કેએચઆર-૯૬/એમડબલ્યુએ/ (૮) ૧૦૮૭/૧૬૧૯ (૭-૮)/એમ (૨) ૨૫-૪-૯૭.	
૯. કોટન જીનીંગ, કોટન પ્રોસેસીંગનો વ્યવસાય.	(૯) કેએચઆર-૯૭/એમડબલ્યુએ/૧૦૮૭/૧૬૧૯ (૯)/એમ (૨) ૨૫-૪-૯૭.	
૧૦. તબીબી વ્યવસાય, કલીનીક અથવા પેથોલોજીકલ પ્રયોગશાળા (હોસ્પિટલ અને નર્સીંગ હોમ સિવાય).	(૧૦) કેએચઆર-૯૮/એમડબલ્યુએ/૧૦૮૭/૧૬૧૯ (૧૦)/એમ (૨) ૨૫-૪-૯૭.	
૧૧. સારકામ અને પાતાળકૂવા વ્યવસાય.	(૧૧) કેએચઆર-૯૯/એમડબલ્યુએ/૧૦૮૭/૧૬૧૯ (૧૧)/એમ (૨) ૨૫-૪-૯૭.	
૧૨. ઇલેક્ટ્રોનીક્સ ઉદ્યોગ, એને સંબંધિત અથવા આનુસંગિક ઉદ્યોગ.	(૧૨) કેએચઆર-૧૦૦/એમડબલ્યુએ/૧૦૮૭/૧૬૧૯ (૧૨)/એમ (૨) ૨૫-૪-૯૭.	
૧૩. ફિલ્મ ઉદ્યોગ, ફિલ્મનું ઉત્પાદન, વિસ્તરણ, પ્રદર્શન.	(૧૩) કેએચઆર-૧૦૧/એમડબલ્યુએ/૧૦૮૭/૧૬૧૯ (૧૩)/એમ (૨) ૨૫-૪-૯૭.	
૧૪. મત્સ્ય ઉદ્યોગનો વ્યવસાય.	(૧૪) કેએચઆર-૧૦૨/એમડબલ્યુએ/૧૦૮૭/૧૬૧૯ (૧૪)/એમ (૨) ૨૫-૪-૯૭.	
૧૫. ફોરેસ્ટ્રી અને ટીમ્બર ઓપરેશનનો વ્યવસાય.	(૧૫) કેએચઆર-૧૦૩/એમડબલ્યુએ/૧૦૮૭/૧૬૧૯ (૧૫)/એમ (૨) ૨૫-૪-૯૭.	
૧૬. હોઝીયરી ઉદ્યોગનો વ્યવસાય.	(૧૬) કેએચઆર-૧૦૪/એમડબલ્યુએ/૧૦૮૭/૧૬૧૯ (૧૬)/એમ (૨) ૨૫-૪-૯૭.	
૧૭. હોસ્પિટલ અને નર્સીંગ હોમનો વ્યવસાય.	(૧૭) કેએચઆર-૧૦૫/એમડબલ્યુએ/૧૦૮૭/૧૬૧૯ (૧૭)/એમ (૨) ૨૫-૪-૯૭.	
૧૮. ૫૦ કરતાં ઓછા કામદારો કામે રાખતી ઔદ્યોગિક ઇજનેરી સંસ્થાઓ. (ઓટોમોબાઇલ વર્કસ એન્ડ ગેરેજ વ્યવસાય સિવાય)	(૧૮) કેએચઆર-૧૦૬/એમડબલ્યુએ/૧૦૮૭/૧૬૧૯ (૧૮)/એમ (૨) ૨૫-૪-૯૭.	
૧૯. ૫૦ કરતાં વધુ કામદારો કામે રાખતી ઇજનેરી સંસ્થાઓ (ઓટોમોબાઇલ એન્ડ ગેરેજ સિવાય)	(૧૯) કેએચઆર-૧૦૭/એમડબલ્યુએ/૧૦૮૭/૧૬૧૯ (૧૯)/એમ (૨) ૨૫-૪-૯૭.	

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૨૦. જરી ઉદ્યોગ (અખાડેદાર સિવાય)	(૨૦) કેએચઆર-૧૦૮/એમડબલ્યુએ/૧૦૮૭/૧૬૧૯ (૨૦)/એમ (૨) ૨૫-૪-૯૭.	
૨૧. ખાંડસરી ઉદ્યોગ	(૨૧) કેએચઆર-૧૦૮/એમડબલ્યુએ/૧૬૧૯ (૨૧)/એમ (૨) ૨૫-૪-૯૭.	
૨૨. (એ) મ્યુનિસિપલ કોર્પોરેશન	(૨૨-એ) કેએચઆર-૧૧૦/એમડબલ્યુએ/૧૦૮૭/૧૬૧૯ (૨૨-એ)/એમ (૨) ૨૫-૪-૯૭.	
(બી) મ્યુનિસિપાલીટી અને નગરપંચાયત	(૨૨-બી) કેએચઆર-૧૧૧/એમડબલ્યુએ/૧૦૮૭/૧૬૧૯ (૨૨-બી)/એમ (૨) ૨૫-૪-૯૭.	
(સી) ગ્રામ પંચાયત	(૨૨-સી) કેએચઆર-૧૧૨/એમડબલ્યુએ/૧૦૮૭/૧૬૧૯ (૨૨-સી)/એમ (૨) ૨૫-૪-૯૭.	
૨૩. કારખાના ધારાની કલમ ૨ (કે) મુજબની ઉત્પાદન પ્રક્રિયા કરતી કોઈપણ સંસ્થાનો વ્યવસાય.	(૨૫) કેએચઆર-૧૧૫/એમડબલ્યુએ/૧૦૮૭/૧૬૧૯ (૨૫)/એમ (૨) ૨૫-૪-૯૭.	
૨૪. રેડીમેડ ગારમેન્ટ અને દરજીકામનો વ્યવસાય.	(૨૬) કેએચઆર-૧૧૬/એમડબલ્યુએ/૧૦૮૭/૧૬૧૯ (૨૬)/એમ (૨) ૨૫-૪-૯૭.	
૨૫. ઓઈલ મીલ ઉદ્યોગ	(૨૭) કેએચઆર-૧૧૭/એમડબલ્યુએ/૧૦૮૭/૧૬૧૯ (૨૭)/એમ (૨) ૨૫-૪-૯૭.	
૨૬. પેટ્રોલ અને ડીઝલ પંપ ઉદ્યોગ	(૨૮) કેએચઆર-૧૧૮/એમડબલ્યુએ/૧૦૮૭/૧૬૧૯ (૨૮)/એમ (૨) ૨૫-૪-૯૭.	
૨૭. ફાર્માસ્યુટિકલ ઉદ્યોગ	(૨૯) કેએચઆર-૧૧૯/એમડબલ્યુએ/૧૦૮૭/૧૬૧૯ (૨૯)/એમ (૨) ૨૫-૪-૯૭.	
૨૮. પ્લાસ્ટીક ઉદ્યોગ	(૩૦) કેએચઆર-૧૨૦/એમડબલ્યુએ/૧૦૮૭/૧૬૧૯ (૩૦)/એમ (૨) ૨૫-૪-૯૭.	
૨૯. પોટરી ઉદ્યોગ	(૩૧) કેએચઆર-૧૨૧/એમડબલ્યુએ/૧૦૮૭/૧૬૧૯ (૩૧)/એમ (૨) ૨૫-૪-૯૭.	
૩૦. પાવરલુમ ઉદ્યોગ	(૩૨) કેએચઆર-૧૨૨/એમડબલ્યુએ/૧૦૮૭/૧૬૧૯ (૩૨)/એમ (૨) ૨૫-૪-૯૭.	
૩૧. પ્રિવીવીંગ ટેક્સટાઈલ પ્રોસેસીંગ ઉદ્યોગ	(૩૩) કેએચઆર-૧૨૩/એમડબલ્યુએ/૧૦૮૭/૧૬૧૯ (૩૩)/એમ (૨) ૨૫-૪-૯૭.	

૧	૨	૩
૩૨. પ્રિન્ટીંગ પ્રેસ, લેટર પ્રેસ, લીથો પ્રેસ તેમજ બાઈન્ડીંગ ઉદ્યોગ	(૩૪) કેએચઆર-૧૨૪/એમડબલ્યુએ/૧૦૮૭/૧૬૧૯ (૩૪)/એમ (૨) ૨૫-૪-૯૭.	
૩૩. પબ્લીક મોટર ટ્રાન્સપોર્ટ ઉદ્યોગ	(૩૫) કેએચઆર-૧૨૫/એમડબલ્યુએ/૧૦૮૭/૧૬૧૯ (૩૫)/એમ (૨) ૨૫-૪-૯૭.	
૩૪. કાગળ અને પૂઠા બનાવવાનો ઉદ્યોગ	(૩૬) કેએચઆર-૧૨૬/એમડબલ્યુએ/૧૦૮૭/૧૬૧૯ (૩૬)/એમ (૨) ૨૫-૪-૯૭.	
૩૫. રહેણાંકની હોટેલ રેસ્ટોરન્ટ અથવા ભોજનાલયનો વ્યવસાય.	(૩૭) કેએચઆર-૧૨૭/એમડબલ્યુએ/૧૦૮૭/૧૬૧૯ (૩૭)/એમ (૨) ૨૫-૪-૯૭.	
૩૬. રાઈસમીલ, ફ્લોરમીલ, દાળમીલનો ઉદ્યોગ	(૩૮) કેએચઆર-૧૨૮/એમડબલ્યુએ/૧૦૮૭/૧૬૧૯ (૩૮)/એમ (૨) ૨૫-૪-૯૭.	
૩૭. છાપરાના નળીયા બનાવવાનો વ્યવસાય.	(૩૯) કેએચઆર-૧૨૯/એમડબલ્યુએ/૧૦૮૭/૧૬૧૯ (૩૯)/એમ (૨) ૨૫-૪-૯૭.	
૩૮. રબર ઉદ્યોગ	(૪૦) કેએચઆર-૧૩૦/એમડબલ્યુએ/૧૦૮૭/૧૬૧૯ (૪૦)/એમ (૨) ૨૫-૪-૯૭.	
૩૯. સાબુ ઉદ્યોગ	(૪૨) કેએચઆર-૧૩૨/એમડબલ્યુએ/૧૦૮૭/૧૬૧૯ (૪૨)/એમ (૨) ૨૫-૪-૯૭.	
૪૦. પથ્થર તોડવાનો ઉદ્યોગ	(૪૩) કેએચઆર-૧૩૩/એમડબલ્યુએ/૧૦૮૭/૧૬૧૯ (૪૩)/એમ (૨) ૨૫-૪-૯૭.	
૪૧. ખાંડ ઉદ્યોગ	(૪૪) કેએચઆર-૧૩૪/એમડબલ્યુએ/૧૦૮૭/૧૬૧૯ (૪૪)/એમ (૨) ૨૫-૪-૯૭.	
૪૨. ચર્મ ઉદ્યોગ	(૪૫) કેએચઆર-૧૩૫/એમડબલ્યુએ/૧૦૮૭/૧૬૧૯ (૪૫)/એમ (૨) ૨૫-૪-૯૭.	
૪૩. તમાકુ અને બીડી બનાવવાનો વ્યવસાય.	(૪૬) કેએચઆર-૧૩૬/એમડબલ્યુએ/૧૦૮૭/૧૬૧૯ (૪૬)/એમ (૨) ૨૫-૪-૯૭.	
૪૪. તમાકુની પ્રક્રિયા માટેનો વ્યવસાય	(૪૭) કેએચઆર-૧૩૭/એમડબલ્યુએ/૧૦૮૭/૧૬૧૯ (૪૭)/એમ (૨) ૨૫-૪-૯૭.	
૪૫. ગરમ ગાલીચા તથા સાલ બનાવવાનો વ્યવસાય.	(૪૮) કેએચઆર-૧૩૮/એમડબલ્યુએ/૧૦૮૭/૧૬૧૯ (૪૮)/એમ (૨) ૨૫-૪-૯૭.	

ગાંધીનગર, તારીખ પંચમી માર્ચ, ૨૦૦૮.

એચ. આર. શાહ,
નાયબ શ્રમ આયુક્ત અને
લઘુત્તમ વેતન અધિનિયમ, ૧૯૪૮
અન્વયે સહાય અધિકારી,
(ગુજરાત રાજ્ય), ગાંધીનગર.

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No. VDR-E/14/2006-2008



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as a separate compilation

PART I-L

Notification, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

નાયબ શ્રમ આયુક્ત અને સને ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી દ્વારા

જાહેરનામું

નંબર કેએચ-એસએચએમસી-૩૮૮૩૩-એમડબલ્યુએ-૬.— શિક્ષણ અને મજૂર વિભાગના તારીખ ૧૦મી ઓગષ્ટ, ૧૯૬૪ના સરકારી જાહેરનામા નં. કેએચ-એસએચ/એમડબલ્યુએ/૧૦૬૪/૫૧૯૭૨-ટી, અન્વયે નાયબ શ્રમ આયુક્ત, ગાંધીનગરને સક્ષમ અધિકારી (હવે પછી આમાં જેમનો ઉલ્લેખ 'ઉક્ત સક્ષમ અધિકારી' તરીકે કરવામાં આવ્યો છે) તરીકે નીમવામાં આવ્યા હોવાથી તેમણે ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમની કલમ-૨ના ખંડ (ઘ) મુજબ અધિનિયમની અનુસૂચિના ભાગ-૧માં જણાવેલા અને ગુજરાત સરકારના રાજ્યપત્રમાં પ્રસિદ્ધ કરાયેલા રોજગારોમાં નોકરી કરતા કર્મચારીઓને લાગુ પડતા આ સાથે જોડેલી અનુસૂચિ-૧ના ખાના (૩) માં

દર્શાવ્યા પ્રમાણેના તારીખ ૩૦મી જૂન, ૨૦૦૬ના રોજ પૂરા થતા ૬ મહિના માટેના સરેરાશ જીવન-નિર્વાહ ખર્ચના સૂચિ-આંકની ખાતરી અને જાહેરાત કરી છે.

અનુસૂચિ-૧

(૧૯૬૦ના આખા અંગ્રેજી વર્ષ માટેના સરેરાશ ભાવ = ૧૦૦)

મુદત		સરેરાશ જીવન નિર્વાહ ખર્ચના
માં શરૂ થતી	માં પૂરી થતી	સૂચિ-આંક
૧	૨	૩
જુલાઈ, ૨૦૦૭	ડિસેમ્બર, ૨૦૦૭	૨૮૦૭

ગુજરાત સરકારે શ્રમ અને રોજગાર વિભાગના જાહેરનામા નં. કે.એચ.આર./૪૮/એમડબ્લ્યુએ/૧૦૮૮/૩૪૪/ મ (૨) થી ગુજરાત રાજ્યમાં દુકાન અથવા વાણિજ્ય સંસ્થાઓમાંની નોકરીના રોજગાર (આમાં હવે પછી જેનો ઉલ્લેખ 'ઉક્ત અનુસૂચિત રોજગાર' તરીકે કરવામાં આવ્યો છે) માં નોકરી કરતાં કર્મચારીઓની બાબતમાં ચૂકવવાપાત્ર દૈનિક અને માસિક લઘુત્તમ વેતન દરમાં તારીખ ૨૧મી માર્ચ, ૧૯૮૪ના રોજ અને તારીખ ૨૧મી માર્ચ, ૧૯૮૪ થી અમલી બને એ રીતે એવો સુધારો કર્યો છે કે જેથી એમાં, જણાવેલા મૂળ વેતન દર અને ખાસ ભથ્થાંનો સમાવેશ થઈ જાય અને ઉક્ત સક્ષમ અધિકારીને એવી સૂચના આપી છે કે, અનુક્રમે ૩૦મી જૂન અને ૩૧મી ડિસેમ્બરના રોજ પૂરા થતાં એની તરત પહેલાંના ૬ મહિના માટેના ૧ લી ઓક્ટોબર અને ૧ લી એપ્રિલથી શરૂ કરીને દર ૬ મહિનાના અંતરે સરેરાશ જીવન-નિર્વાહ ખર્ચના સૂચિઆંકના આધારે ભથ્થાના દરમાં એવી રીતે ફેરફાર કરવો કે જેથી (ક) જીવન-નિર્વાહ ખર્ચના સૂચિ-આંક ૧૦૪૦ કરતાં અથવા ઉક્ત અનુસૂચિત રોજગારમાં નોકરી કરતાં કર્મચારીઓને લાગુ પડતા ૧૦૪૦ કરતાં વધુ હોય એવી કોઈ સંખ્યા કરતાં દર પાંચ પોઈન્ટના વધારા માટે મૂળ વેતન દર ઉપરાંત દૈનિક રૂ. ૦.૨૦ અથવા માસિક રૂ. ૫-૨૦ લેખે ખાસ ભથ્થું ચૂકવવાનું રહેશે. (ખ) ૧૦૪૦ કરતાં નીચો ન હોય એવા જીવન-નિર્વાહ ખર્ચના સૂચિ-આંક દર પાંચ પોઈન્ટના ઘટાડા માટે, ખાસ ભથ્થાના દરનો તા. ૧લી ઓક્ટોબર, ૨૦૦૬ થી શરૂ થતા ૬ મહિનાની મુદત માટે પહેલાં મેળ બેસાડવામાં આવે એ શરતે ખાસ ભથ્થામાં દૈનિક રૂ. ૦-૨૦ અથવા માસિક રૂ. ૫-૨૦ના દરે ઘટાડો કરવામાં આવશે.

આથી હવે, શ્રમ અને રોજગાર વિભાગના તારીખ ૨૧મી માર્ચ, ૧૯૮૪ ના ઉક્ત જાહેરનામા નં. કે.એચ.આર.-૪૮ એમડબ્લ્યુએ/૧૦૮૮/૩૪૪-મ(૨) અન્વયે મળેલી સત્તાની રૂએ ઉક્ત સક્ષમ અધિકારી ૧લી ઓક્ટોબર, ૨૦૦૬ના રોજ શરૂ થતાં છ મહિનાની બાબતમાં, આ સાથે જોડેલી અનુસૂચિ-૨ ના ખાના (૧) માં જણાવેલા વિભાગોમાં ઉક્ત અનુસૂચિત રોજગારમાં નોકરી કરતાં કર્મચારીઓના મૂળ વેતન-દર ઉપરાંત એમને ચૂકવવાપાત્ર ખાસ ભથ્થું (જીવન-નિર્વાહ ખર્ચ પેટે ભથ્થું) ઉક્ત અનુસૂચિ (૨)માં જણાવેલા દરે ઉપર્યુક્ત રીતે ઠરાવે છે અને જાહેર કરે છે.

અનુસૂચિ-૨

દુકાન અથવા વાણિજ્ય સંસ્થાઓમાંની રોજગારી :

કર્મચારી વર્ગ	ખાસ ભથ્થાની રકમ (જીવન-નિર્વાહ ખર્ચ પેટે ભથ્થું)	
(૧)	(૨)	
	દૈનિક	માસિક
કલાસ - ૧ - અ	રૂ. પૈસા	રૂ. પૈસા
કલાસ - ૧ - બ	૭૪.૬૦	૧૯૩૯-૬૦
કલાસ- ૨		
કલાસ - ૩		

સ્પષ્ટીકરણ :- આ જાહેરનામાના હેતુ પુરતું કલાસ ૧-અ, ૧-બ, ૨ અને ૩નો અર્થ શ્રમ અને રોજગાર વિભાગના તારીખ ૨૧મી માર્ચ, ૧૯૮૪ના જાહેરનામા નં. કેએચઆર/૪૮/એમડબલ્યુએ/૧૦૮૮/૩૪૪/મ (૨) માં જણાવેલા હેતુ માટે છે અને તે અનુસાર કલાસ ૧-અ ૧-બ, ૨ અને ૩ ની રચના કરવામાં આવી છે.

ગાંધીનગર, તારીખ ૫મી માર્ચ, ૨૦૦૮.

એચ. આર. શાહ,

નાયબ શ્રમ આયુક્ત અને

લઘુત્તમ વેતન અધિનિયમ અન્વયે

સક્ષમ અધિકારી, ગુજરાત રાજ્ય,

ગાંધીનગર.

સરકારી મુદ્રણાલય, વડોદરા.



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PART I-L

Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

નાયબ શ્રમ આયુક્ત અને સને ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી દ્વારા

જાહેરનામું

નંબર કેએચ-એસએચએમસી-૩૮૮૩૪-એમડબ્લ્યુએ-૬.-શિક્ષણ અને મજૂર વિભાગના તારીખ
૧૦મી ઓગસ્ટ, ૧૯૬૪ના સરકારી જાહેરનામા નં. કેએચ-એસએચ/એમડબ્લ્યુએ/૧૦૬૪/૫૧૯૭૨-
ટી, અન્વયે નાયબ શ્રમ આયુક્ત, ગાંધીનગરને સક્ષમ અધિકારી (હવે પછી આમાં જેમનો ઉલ્લેખ
'ઉક્ત સક્ષમ અધિકારી' તરીકે કરવામાં આવ્યો છે) તરીકે નીમવામાં આવ્યા હોવાથી તેમણે ૧૯૪૮ના
લઘુત્તમ વેતન અધિનિયમની કલમ-૨ના ખંડ (ધ) મુજબ અધિનિયમની અનુસૂચિના ભાગ-૧માં
જણાવેલા અને ગુજરાત સરકારના રાજ્યપત્રમાં પ્રસિદ્ધ કરાયેલા રોજગારોમાં નોકરી કરતા
કર્મચારીઓને લાગુ પડતા આ સાથે જોડેલી અનુસૂચિ-૧ના ખાના (૩)માં દર્શાવ્યા પ્રમાણેના તા.

અનુસૂચિ-૧ના ખાના (૩)માં દર્શાવ્યા પ્રમાણેના તા. ૩૧મી ડીસેમ્બર, ૨૦૦૬ના રોજ પૂરા થતા ૬ મહિના માટેની સરેરાશ જીવન-નિર્વાહ ખર્ચના સૂચિ આંકની ખાતરી અને જાહેરાત કરી છે.

અનુસૂચિ-૧

(૧૯૬૦ના આખા અંગ્રેજી વર્ષ માટેના સરેરાશ ભાવ = ૧૦૦)

મુદત		સરેરાશ જીવન-નિર્વાહ ખર્ચના
માં શરૂ થતી	માં પૂરી થતી	સૂચિ-આંક
૧	૨	૩
જુલાઈ, ૨૦૦૬	ડીસેમ્બર, ૨૦૦૭	૨૯૦૭

ગુજરાત સરકારે શ્રમ અને રોજગાર વિભાગના જાહેરનામા નં. કેએચઆર-૧૯૬/એમડબલ્યુએ-૧૦૯૮-૧૨૦૬/મ (૨) થી ગુજરાત રાજ્યમાં સોલ્ડ પાન ઈન્ડસ્ટ્રીના રોજગાર (આમાં હવે પછી જેનો ઉલ્લેખ 'ઉક્ત અનુસૂચિત રોજગાર' તરીકે કરવામાં આવ્યો છે) માં નોકરી કરતાં કર્મચારીઓની બાબતમાં ચૂકવવાપાત્ર દૈનિક અને માસિક લઘુત્તમ વેતન દરમાં તારીખ ૫ મી ઓક્ટોબર, ૨૦૦૦ના રોજ અને તારીખ ૫મી ઓક્ટોબર, ૨૦૦૦ થી અમલી બને એ રીતે એવો સુધારો કર્યો છે કે જેથી એમાં, જણાવેલા મૂળ વેતન દર અને ખાસ ભથ્થાનો સમાવેશ થઈ જાય અને ઉક્ત સક્ષમ અધિકારીને એવી સૂચના આપી છે કે, અનુક્રમે તારીખ ૩૦મી જુન અને તારીખ ૩૧મી ડીસેમ્બરના રોજ પૂરા થતાં એની તરત પહેલાના ૬ મહિના માટેના તારીખ ૧લી ઓક્ટોબર અને તારીખ ૧લી એપ્રિલથી શરૂ કરીને દર ૬ મહિનાના અંતરે સરેરાશ જીવન-નિર્વાહ ખર્ચના સૂચિ-આંકના આધારે ભથ્થાના દરમાં એવી રીતે ફેરફાર કરવો કે જેથી (ક) જીવન-નિર્વાહ ખર્ચના સૂચિ-આંક ૨૦૧૦ કરતાં અથવા ઉક્ત અનુસૂચિત રોજગારીમાં નોકરી કરતાં કર્મચારીઓને લાગુ પડતાં ૨૦૧૦ કરતાં વધુ હોય એવી કોઈ સંખ્યા કરતાં દર પાંચ પોઈન્ટના વધારા માટે મૂળ વેતન દર ઉપરાંત દૈનિક રૂ. ૦-૨૦ અથવા માસિક રૂ. ૫-૨૦ લેખે ખાસ ભથ્થું ચૂકવવાનું રહેશે. (ખ) ૨૦૧૦ કરતાં નીચો ન હોય એવા જીવન-નિર્વાહ ખર્ચના સૂચિ-આંક દર પાંચ પોઈન્ટના ઘટાડા માટે, ખાસ ભથ્થાના દરનો ૧લી એપ્રિલ, ૨૦૦૭ થી શરૂ થતા ૬ મહિનાની મુદત માટે પહેલાં મેળ ખેસાડવામાં આવે એ શરતે ખાસ ભથ્થામાં દૈનિક રૂ. ૦-૨૦ અથવા માસિક રૂ. ૫-૨૦ ના દરે ઘટાડો કરવામાં આવશે.

આથી હવે, શ્રમ અને રોજગાર વિભાગના તારીખ ૫મી ઓક્ટોબર, ૨૦૦૦ના ઉક્ત જાહેરનામા નં. કેએચઆર-૧૯૬-એમડબલ્યુએ-૧૦૯૮-૧૨૦૬/મ (૨) અન્વયે મળેલી સત્તાની રૂએ ઉક્ત સક્ષમ અધિકારી ૧લી એપ્રિલ, ૨૦૦૭ ના રોજ શરૂ થતાં ૬ મહિનાની બાબતમાં,

આ સાથે જોડેલી અનુસૂચિ-૨ના ખાના (૧) માં જણાવેલા વિભાગોમાં ઉક્ત અનુસૂચિત રોજગારમાં નોકરી કરતાં કર્મચારીઓના મૂળ વેતન-દર (ઉપરાંત એમને ચૂકવવાપાત્ર ખાસ ભથ્થું જીવન-નિર્વાહ ખર્ચ પેટે ભથ્થું) ઉક્ત અનુસૂચિ (૨)માં જણાવેલા ઉપર્યુક્ત રીતે ઠરાવે છે અને જાહેર કરે છે.

અનુસૂચિ-૨

સોલ્ડ પાન ઈન્ડસ્ટ્રી :

કર્મચારી વર્ગ	ખાસ ભથ્થાની રકમ (જીવન-નિર્વાહ ખર્ચ પેટે ભથ્થું)	
કુશળ,	દૈનિક રા.	માસિક રા.
અર્ધ-કુશળ,	રા. પૈ.	
બિન-કુશળ	૩૫ -૮૦	૯૩૦-૮૦

સ્પષ્ટીકરણ :- આ જાહેરનામાનાં હેતુ પુરતું કર્મચારીઓના કુશળ, અર્ધ-કુશળ, અને બિન-કુશળ વર્ગનો અર્થ શ્રમ અને રોજગાર વિભાગના તારીખ ૨૫મી ઓક્ટોબર, ૨૦૦૦ના જાહેરનામા નં. કેએચઆર-૧૯૬-એમડબલ્યુએ-૧૦૯૮-૧૨૦૬/મ (૨)માં દર્શાવેલા અને આ હેતુ માટે રચવામાં આવેલા અનુક્રમે કુશળ, અર્ધ-કુશળ, અને બિન-કુશળ વર્ગના કર્મચારીઓ એવો થશે.

ગાંધીનગર, તારીખ ૨૮મી માર્ચ, ૨૦૦૭.

એચ. આર. શાહ,

નાયબ શ્રમ આયુક્ત અને
લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી, ગુજરાત રાજ્ય,
ગાંધીનગર.

સરકારી મુદ્રણાલય, વડોદરા.



सत्यमेव जयते

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સક્ષમ અધિકારી દ્વારા

જાહેરનામું

નંબર કેએચ-એસએચએમસી-૩૮૮૩૫-એમડબ્લ્યુએ-૬.-શિક્ષણ અને મજૂર વિભાગના તારીખ ૧૦મી ઓગષ્ટ, ૧૯૬૪ના સરકારી જાહેરનામા નં. કેએચ-એસએચ/એમડબ્લ્યુએ/૧૦૬૪/૫૧૯૭૨-ટી, અન્વયે નાયબ શ્રમ આયુક્ત, ગાંધીનગરને સક્ષમ અધિકારી (હવે પછી આમાં જેમનો ઉલ્લેખ 'ઉક્ત સક્ષમ અધિકારી' તરીકે કરવામાં આવ્યો છે) તરીકે નીમવામાં આવ્યા હોવાથી તેમણે ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમની કલમ-૨ના ખંડ (ધ) મુજબ અધિનિયમની અનુસૂચિના ભાગ-૧માં જણાવેલા અને ગુજરાત સરવકારના રાજ્યપત્રમાં પ્રસિદ્ધ કરાયેલા રોજગારોમાં નોકરી કરતા કર્મચારીઓને લાગુ પડતા આ સાથે જોડેલી અનુસૂચિ-૧ના ખાના (૩)માં દર્શાવ્યા પ્રમાણેના તારીખ ૩૦મી જુન, ૨૦૦૭ના રોજ પૂરા થતા ૬ મહિના માટેના સરેરાશ જીવન-નિર્વાહ ખર્ચના સૂચિ આંકની ખાતરી અને જાહેરાત કરી છે.

અનુસૂચિ-૧

(૧૯૬૦ના આખા અંગ્રેજી વર્ષ માટેના સરેરાશ ભાવ = ૧૦૦)

મુદત		સરેરાશ જીવન-નિર્વાહ ખર્ચના
માં શરૂ થતી	માં પૂરી થતી	સૂચિ-આંક
૧	૨	૩
જુલાઈ, ૨૦૦૭	ડિસેમ્બર, ૨૦૦૭	૨૮૦૭

ગુજરાત સરકારે શ્રમ અને રોજગાર વિભાગના જાહેરનામા નં. કેએચઆર/૧૫૮-૨૦૦૩-એમડબલ્યુએ-૧૦૨૦૦૧-૯૪૫-એમ-(૨) થી ગુજરાત રાજ્યમાં રેડીમેઈડ ગારમેન્ટ બનાવવામાં અથવા તેની સહાયક સામગ્રી અને દરજી કામ કરતી ત્રણ કરતાં વધુ કામદારોને જેમાં કામે રાખેલ હોય તેવી કોઈપણ સંસ્થામાંના રોજગારમાં (આમાં હવે પછી જેનો ઉલ્લેખ 'ઉક્ત અનુસૂચિત રોજગાર' તરીકે કરવામાં આવ્યો છે) નોકરી કરતાં કર્મચારીઓની બાબતમાં ચૂકવવાપાત્ર છુટક દરે (પીસ રેટ) કામ કરતાં કામદારોના સંબંધમાં લઘુત્તમ વેતનદરમાં તારીખ ૧૧મી નવેમ્બર, ૨૦૦૩ના રોજ અને તારીખ ૨૦મી નવેમ્બર, ૨૦૦૩ થી અમલી બને એ રીતે એવી સુધારો કર્યો છે કે, જેથી એમાં, જણાવેલા મૂળ વેતન દર અને ખાસ લઘ્યાનો સમાવેશ થઈ જાય અને ઉક્ત સક્ષમ અધિકારીને એવી સૂચના આપી છે કે, અનુક્રમે તા. ૩૦મી જૂન અને તા. ૩૧મી ડિસેમ્બરના રોજ પૂરા થતાં એની તરત પહેલાના ૬ મહિના માટેના તા. ૧લી ઓક્ટોબર અને તા. ૧લી એપ્રિલથી શરૂ કરીને દર ૬ મહિનાના અંતરે સરેરાશ જીવન-નિર્વાહ ખર્ચના સૂચિ-આંકના આધારે લઘ્યાના દરમાં એવી રીતે ફેરફાર કરવો કે જેથી (ક) જીવન-નિર્વાહ ખર્ચના સૂચિ-આંક ૨૨૪૭ કરતાં અથવા ઉક્ત અનુસૂચિત રોજગારીમાં નોકરી કરતાં કર્મચારીઓને લાગુ પડતાં ૨૨૪૭ કરતાં વધુ હોય એવી કોઈ સંખ્યા કરતાં દર પાંચ પોઈન્ટના વધારા માટે મુળ વેતન દર ઉપરાંત દૈનિક રૂ. ૦-૨૦ અથવા માસિક રૂ. ૫-૨૦ લેખે ખાસ લઘ્યું ચૂકવવાનું રહેશે. (ખ) ૨૨૪૭ કરતાં નીચો ન હોય એવા જીવન-નિર્વાહ ખર્ચના સૂચિ-આંક દર પાંચ પોઈન્ટના ઘટાડા માટે, ખાસ લઘ્યાના દરનો તા. ૧લી ઓક્ટોબર ૨૦૦૭ થી શરૂ થતા ૬ મહિનાની મુદત માટે પહેલાં મેળ બેસાડવામાં આવે એ શરતે ખાસ લઘ્યામાં દૈનિક રૂ. ૦-૨૦ અથવા માસિક રૂ. ૫-૨૦ પૈસાના દરે ઘટાડો કરવામાં આવશે.

આથી હવે, શ્રમ અને રોજગાર વિભાગના તારીખ ૧૧મી નવેમ્બર, ૨૦૦૩ના ઉક્ત જાહેરનામા નં. કેએચઆર/૧૫૮-૨૦૦૩-એમડબલ્યુએ-૧૦૨૦૦૧-૯૪૫-એમ-(૨) અન્વયે મળેલી સત્તાની રૂએ ઉક્ત સક્ષમ અધિકારી તારીખ ૧લી ઓક્ટોબર, ૨૦૦૭ ના રોજ શરૂ થતાં છ મહિનાની બાબતમાં આ સાથે જોડેલી અનુસૂચિ-૨ના ખાના (૧) માં જણાવેલા વિભાગોમાં ઉક્ત અનુસૂચિત રોજગારમાં નોકરી કરતાં કર્મચારીઓના મૂળ વેતન-દર ઉપરાંત એમને ચૂકવવાપાત્ર ખાસ લઘ્યું

(જીવન-નિર્વાહ ખર્ચ પેટે ભથ્થું) ઉક્ત અનુસૂચિ (૨)માં જણાવેલા દરે ઉપર્યુક્ત રીતે ઠરાવે છે અને જાહેર કરે છે.

અનુસૂચિ-૨

રેડીમેઈડ ગારમેન્ટ બનાવવામાં અથવા તેની સહાયક સામગ્રી અને દરજી કામ કરતી ત્રણ કરતાં વધુ કામદારોને જેમાં કામે રાખેલ હોય તેવી કોઈપણ સંસ્થામાંના રોજગારમાં છુટક દરે (પીસ રેટ) કામ કરતાં કામદારોની રોજગારી :-

આઈટેમ (વસ્તુ) ના નામ	ખાસ ભથ્થાની રકમ (જીવન-નિર્વાહ ખર્ચ પેટે ભથ્થું)	
	દૈનિક રૂ. પૈ.	માસિક રૂ. પૈ.
૧. પેટીકોટ બ્લાઉઝ (સેટ)	}	}
૨. પેટીકોટ(ખાસ) પેટીકોટ (સામાન્ય) ફોક (મીડી) ફોક (સામાન્ય) બાબાસૂટ		
૩. ગાઉન (ઝબ્બા) બુશર્ટ/સદરા		
૪. ચઢી ભેગ.		
	૨૬-૪૦	૬૮૬-૦૦

સ્પષ્ટીકરણ :- આ જાહેરનામાનાં હેતુ પુરતું આઈટેમ (વસ્તુ) ના નામનો અર્થ શ્રમ અને રોજગાર વિભાગના તારીખ ૧૧મી નવેમ્બર ૨૦૦૩ના જાહેરનામા નં. કેએચઆર/૧૫૮-૨૦૦૩-એમડબ્લ્યુએ-૧૦૨૦૦૧-૯૪૫-એમ-(૨)માં જણાવેલા હેતુ માટે છે અને તે અનુસાર આઈટેમ (વસ્તુ) ના નામની રચના કરવામાં આવી છે.

ગાંધીનગર, તારીખ ૫મી માર્ચ, ૨૦૦૮.

એચ. આર. શાહ,
નાયબ શ્રમ આયુક્ત અને
લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી, ગુજરાત રાજ્ય,
ગાંધીનગર.

EXTRA No. 15

POSTAL REGISTRATION
No. VDR-E/14/2006-2008



सत्यमेव जयते

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PART I-L

Notification, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

નાયબ શ્રમ આયુક્ત અને સને ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી દ્વારા

જાહેરનામું

નંબર કેએચ-એસએચએમસી-૩૮૮૩૬-એમડબલ્યુએ-૬.-શિક્ષણ અને મજૂર વિભાગના તારીખ ૧૦મી ઓગષ્ટ, ૧૯૬૪ના સરકારી જાહેરનામા નં. કેએચ-એસએચ/એમડબલ્યુએ/૧૦૬૪/૫૧૯૭૨-ટી, અન્વયે નાયબ શ્રમ આયુક્ત, ગાંધીનગરને સક્ષમ અધિકારી (હવે પછી આમાં જેમનો ઉલ્લેખ 'ઉક્ત સક્ષમ અધિકારી' તરીકે કરવામાં આવ્યો છે) તરીકે નીમવામાં આવ્યા હોવાથી તેમણે ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમની કલમ-૨ના ખંડ (ધ) મુજબ અધિનિયમની અનુસૂચિના ભાગ-૧માં જણાવેલા અને ગુજરાત સરકારના રાજ્યપત્રમાં પ્રસિદ્ધ કરાયેલા રોજગારોમાં નોકરી કરતા કર્મચારીઓને લાગુ પડતા આ સાથે જોડેલી અનુસૂચિ-૧ના ખાનાં (૩)માં દર્શાવ્યા પ્રમાણેના

તા. ૩૧મી ડિસેમ્બર, ૨૦૦૬ના રોજ પૂરા થતા ૬ મહિના માટેના સરેરાશ જીવન-નિર્વાહ ખર્ચના સૂચિ આંકની ખાતરી અને જાહેરાત કરી છે.

અનુસૂચિ-૧

(૧૯૬૦ના આખા અંગ્રેજી વર્ષ માટેના સરેરાશ ભાવ = ૧૦૦)

મુદત		સરેરાશ જીવન-નિર્વાહ ખર્ચના
મા શરૂ થતી	મા પૂરી થતી	સૂચિ-આંક
૧	૨	૩
જુલાઈ, ૨૦૦૭	ડિસેમ્બર, ૨૦૦૭	૨૮૦૭

ગુજરાત સરકારે શ્રમ અને રોજગાર વિભાગના જાહેરનામા નં. કેએચઆર-૬/એમડબલ્યુએ-૧૦૮૬-૨૧૬૮-પાર્ટ-૧/મ (૨) થી ગુજરાત રાજ્યમાં અનુદાન ન મેળવતી ખાનગી શૈક્ષણિક સંસ્થાઓમાં કામ કરતા બિન-શૈક્ષણિક કામદારોના રોજગાર (આમાં હવે પછી જેનો ઉલ્લેખ 'ઉક્ત અનુસૂચિત રોજગાર' તરીકે કરવામાં આવ્યો છે) માં નોકરી કરતાં કર્મચારીઓની બાબતમાં ચૂકવવાપાત્ર દૈનિક અને માસિક લઘુત્તમ વેતન દરમાં તારીખ ૨૩મી જાન્યુઆરી, ૨૦૦૩ના રોજ અને તારીખ ૨૩મી જાન્યુઆરી, ૨૦૦૩ થી અમલી બને એ રીતે એવો સુધારો કર્યો છે કે જેથી એમાં, જણાવેલા મૂળ વેતન દર અને ખાસ ભથ્થાનો સમાવેશ થઈ જાય અને ઉક્ત સક્ષમ અધિકારીને એવી સૂચના આપી છે કે, અનુક્રમે તારીખ ૩૦મી જૂન અને તારીખ ૩૧મી ડિસેમ્બરના રોજ પૂરા થતાં એની તરત પહેલાના ૬ મહિના માટેના તારીખ ૧લી ઓક્ટોબર અને તારીખ ૧લી એપ્રિલથી શરૂ કરીને દર ૬ મહિનાના અંતરે સરેરાશ જીવન-નિર્વાહ ખર્ચના સૂચિ-આંકના આધારે ભથ્થાના દરમાં એવી રીતે ફેરફાર કરવો કે જેથી (ક) જીવન-નિર્વાહ ખર્ચના સૂચિ-આંક ૨૨૩૫ કરતાં અથવા ઉક્ત અનુસૂચિત રોજગારમાં નોકરી કરતાં કર્મચારીઓને લાગુ પડતાં ૨૨૩૫ કરતાં વધુ હોય એવી કોઈ સંખ્યા કરતાં દર પાંચ પોઈન્ટના વધારા માટે મૂળ વેતન દર ઉપરાંત દૈનિક રૂા. ૦-૨૦ અથવા માસિક રૂા. ૫.૨૦ લેખે ખાસ ભથ્થું ચૂકવવાનું રહેશે. (ખ) ૨૨૩૫ કરતાં નીચો ન હોય એવા જીવન-નિર્વાહ ખર્ચના સૂચિ-આંક દર પાંચ પોઈન્ટના ઘટાડા માટે, ખાસ ભથ્થાના દરનો તારીખ ૧લી એપ્રિલ, ૨૦૦૭ થી શરૂ થતા ૬ મહિનાની મુદત માટે પહેલાં મેળ બેસાડવામાં આવે એ શરતે ખાસ ભથ્થામાં દૈનિક રૂા. ૦-૨૦ અથવા માસિક રૂા. ૫-૨૦ ના દરે ઘટાડો કરવામાં આવશે.

આથી હવે, શ્રમ અને રોજગાર વિભાગના તારીખ ૨૩મી જાન્યુઆરી, ૨૦૦૩ના ઉક્ત જાહેરનામા નં. કેએચઆર-૬/એમડબલ્યુએ-૧૦૮૬-૨૧૬૮/પાર્ટ-૧ મ (૨) અન્વયે મળેલી સત્તાની રૂએ ઉક્ત સક્ષમ અધિકારી તારીખ ૧લી એપ્રિલ, ૨૦૦૭ના રોજ શરૂ થતાં છ મહિનાની બાબતમાં, આ સાથે જોડેલી અનુસૂચિ-૨ના ખાના (૧) માં જણાવેલા વિભાગોમાં ઉક્ત અનુસૂચિત રોજગારમાં

નોકરી કરતાં કર્મચારીઓના મૂળ વેતન-દર (ઉપરાંત એમને ચૂકવવાપાત્ર ખાસ ભથ્થું જીવન-નિર્વાહ ખર્ચ પેટે ભથ્થું) ઉક્ત અનુસૂચિ (૨)માં જણાવેલા દરે ઉપર્યુક્ત રીતે ઠરાવે છે અને જાહેર કરે છે.

અનુસૂચિ-૨

અનુદાન ન મેળવતી ખાનગી શૈક્ષણિક સંસ્થાઓમાં કામ કરતા બિન-શૈક્ષણિક કામદારોની રોજગારી :

કર્મચારી વર્ગ	ખાસ ભથ્થાની રકમ (જીવન-નિર્વાહ ખર્ચ પેટે ભથ્થું)	
(૧)	(૨)	
કલાસ-૧-અ	રૂ. પૈ.	રૂ. પૈ.
કલાસ-૧-બ	૨૬ - ૮૦	૬૮૬-૮૦
કલાસ-૨		
કલાસ-૩		

સ્પષ્ટીકરણ :- આ જાહેરનામાનાં હેતુ પુરતું કલાસ-૧-અ, ૧-બ, ૨ અને ૩નો અર્થ શ્રમ અને રોજગાર વિભાગના તારીખ ૨૩મી જાન્યુઆરી, ૨૦૦૩ના જાહેરનામા નં. કેએચઆર-૬-એમડબલ્યુએ-૧૦૮૬-૨૧૬૮-પાર્ટ-૧-મ (૨)માં જણાવેલા હેતુ માટે છે. અને તે અનુસાર કલાસ-૧-અ, ૧-બ, ૨ અને ૩ની રચના કરવામાં આવી છે.

ગાંધીનગર, તારીખ ૫મી માર્ચ, ૨૦૦૮.

એચ. આર. શાહ,
નાયબ શ્રમ આયુક્ત અને
લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી, ગુજરાત રાજ્ય,
ગાંધીનગર.



सत्यमेव जयते

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PART I-L

Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

નાયબ શ્રમ આયુક્ત અને સને ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી દ્વારા

જાહેરનામું

નંબર કેએચ-એસએચએમસી-૩૮૮૩૭-એમડબ્લ્યુએ-૬.-શિક્ષણ અને મજૂર વિભાગના તારીખ
૧૦મી ઓગષ્ટ, ૧૯૬૪ના સરકારી જાહેરનામા નં. કેએચ-એસએચ/એમડબ્લ્યુએ/૧૦૬૪/૫૧૯૭૨-
ટી, અન્વયે નાયબ શ્રમ આયુક્ત, ગાંધીનગરને સક્ષમ અધિકારી (હવે પછી આમાં જેમનો ઉલ્લેખ
'ઉક્ત સક્ષમ અધિકારી' તરીકે કરવામાં આવ્યો છે) તરીકે નીમવામાં આવ્યા હોવાથી તેમણે ૧૯૪૮ના
લઘુત્તમ વેતન અધિનિયમની કલમ-૨ના ખંડ (ધ) મુજબ અધિનિયમની અનુસૂચિના ભાગ-૧માં
જણાવેલા અને ગુજરાત સરકારના રાજ્યપત્રમાં પ્રસિદ્ધ કરાયેલા રોજગારીમાં નોકરી કરતા
કર્મચારીઓને લાગુ પડતા આ સાથે જોડેલી અનુસૂચિ-૧ના ખાના (૩)માં દર્શાવ્યા પ્રમાણેના

તા. ૩૧મી ડીસેમ્બર, ૨૦૦૬ના રોજ પૂરા થતા ૬ મહિના માટેની સરેરાશ જીવન-નિર્વાહ ખર્ચના સૂચિ આંકની ખાતરી અને જાહેરાત કરી છે.

અનુસૂચિ-૧

(૧૯૬૦ના આખા અંગ્રેજી વર્ષ માટેના સરેરાશ ભાવ = ૧૦૦)

મુદત		સરેરાશ જીવન નિર્વાહ ખર્ચના
માં શરૂ થતી	માં પૂરી થતી	સૂચિ-આંક
૧	૨	૩
જુલાઈ, ૨૦૦૭	ડિસેમ્બર, ૨૦૦૭	૨૮૦૭

ગુજરાત સરકારે શ્રમ અને રોજગાર વિભાગના જાહેરનામા નં. કે.એચ.આર./૨૦૦૬-૮૨-એમડબ્લ્યુએ/૧૦૮૦/૧૦૮૬-મ (૨) થી ગુજરાત રાજ્યમાં ખાનગી સલામતી રક્ષક સેવાઓની રોજગારી સંસ્થાઓમાંની નોકરીના રોજગાર (આમાં હવે પછી જેનો ઉલ્લેખ “ઉક્ત અનુસૂચિત” રોજગાર” તરીકે કરવામાં આવ્યો છે) માં નોકરી કરતાં કર્મચારીઓની બાબતમાં ચૂકવવાપાત્ર દૈનિક અને માસિક લઘુત્તમ વેતન દરમાં તારીખ ૨૬મી જુલાઈ ૨૦૦૬ના રોજ અને તારીખ ૨૬મી જુલાઈ ૨૦૦૬ થી અમલી બને એ રીતે એવો સુધારો કર્યો છે કે જેથી એમાં, જણાવેલા મૂળ વેતન દર અને ખાસ ભથ્થાનો સમાવેશ થઈ જાય અને ઉક્ત સક્ષમ અધિકારીને એવી સૂચના આપી છે કે અનુક્રમે તારીખ ૩૦મી જૂન અને ૩૧મી ડીસેમ્બરના રોજ પૂરા થતાં એની તરત પહેલાંના ૬ મહિના માટેના તારીખ ૧લી ઓક્ટોબર અને ૧લી એપ્રિલથી શરૂ કરીને દર છ મહિનાના અંતરે સરેરાશ જીવન-નિર્વાહ ખર્ચના સૂચિ-આંકના આધારે ભથ્થાના દરમાં એવી રીતે ફેરફાર કરવો કે જેથી (ક) જીવન-નિર્વાહ ખર્ચના સૂચિ-આંક ૨૪૩૭ કરતાં અથવા ઉક્ત અનુસૂચિત રોજગારમાં નોકરી કરતાં કર્મચારીઓને લાગુ પડતા ૨૪૩૭ કરતાં વધુ હોય એવી કોઈ સંખ્યા કરતાં દર પાંચ પોઈન્ટના વધારા માટે મૂળ વેતન દર ઉપરાંત દૈનિક રૂ. ૦૦.૨૦ અથવા માસિક રૂ. ૫-૨૦ લેખે ખાસ ભથ્થું ચૂકવવાનું રહેશે. (ખ) ૨૪૩૭ કરતાં નીચો ન હોય એવા જીવન-નિર્વાહ ખર્ચના સૂચિ-આંક દર પાંચ પોઈન્ટના ઘટાડા માટે, ખાસ ભથ્થાના દરનો તારીખ ૧લી એપ્રિલ, ૨૦૦૭ થી શરૂ થતા ૬ મહિનાની મુદત માટે પહેલાં મેળ બેસાડવામાં આવે એ શરતે ખાસ ભથ્થામાં દૈનિક રૂ. ૦.૨૦ અથવા માસિક રૂ. ૫-૨૦ના દરે ઘટાડો કરવામાં આવશે.

આથી હવે, શ્રમ અને રોજગાર વિભાગના તારીખ ૧૪મી ઓગસ્ટ ૨૦૦૬ના ઉક્ત જાહેરનામા નં. કે.એચ.આર./૨૦૦૬/૮૨/એમડબ્લ્યુએ/૧૦૮૦/૧૦૮૬-મ (૨), અન્વયે મળેલી સત્તાની રૂએ ઉક્ત સક્ષમ અધિકારી તારીખ ૧લી એપ્રિલ, ૨૦૦૭ના રોજ શરૂ થતાં છ મહિનાની બાબતમાં, આ સાથે જોડેલી અનુસૂચિ-૨ ના ખાના (૧)માં જણાવેલા વિભાગોમાં ઉક્ત અનુસૂચિત રોજગારમાં નોકરી

કરતાં કર્મચારીઓના મૂળ વેતન-દર ઉપરાંત એમને ચૂકવવાપાત્ર ખાસ ભથ્થું (જીવન-નિર્વાહ ખર્ચ પેટે'ભથ્થુ) ઉક્ત અનુસૂચિ (૨) માં જણાવેલા દરે ઉપર્યુક્ત રીતે ઠરાવે છે અને જાહેર કરે છે.

અનુસૂચિ-૨

ખાનગી સલામતી રક્ષક સેવાઓની રોજગારી :

કર્મચારી વર્ગ	ખાસ ભથ્થાની રકમ	
(૧)	(જીવન-નિર્વાહ ખર્ચ પેટે ભથ્થું)	
	દૈનિક	માસિક
કુશળ, અર્ધ-કુશળ, બિન-કુશળ	રૂા. પૈસા	રૂા. પૈસા
	૧૮.૮૦	૪૮૮.૮૦

સ્પષ્ટીકરણ :- આ જાહેરનામાના હેતુ પુરતું કર્મચારીઓના કુશળ, અર્ધ-કુશળ, અને બિન-કુશળ વર્ગનો અર્થ શ્રમ અને રોજગાર વિભાગના તારીખ ૧૪મી ઓગસ્ટ, ૨૦૦૬ના જાહેરનામા નં. કેએચઆર/૨૦૦૬/૮૨/એમડબ્લ્યુએ/૧૦૮૦/૧૦૮૬-મ(૨) જાહેરનામામાં જણાવેલ હેતુ માટે દર્શાવ્યા મુજબ અને આ હેતુ માટે રચવામાં આવેલા અનુક્રમે કુશળ, અર્ધ-કુશળ, અને બિન-કુશળ વર્ગના કર્મચારીઓ એવો થશે.

ગાંધીનગર, તારીખ ૫મી માર્ચ, ૨૦૦૮.

એચ. આર. શાહ,
નાયબ શ્રમ આયુક્ત અને
લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી, ગુજરાત રાજ્ય,
ગાંધીનગર.

સરકારી મુદ્રણાલય, વડોદરા.



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**Notifications, Orders and Awards (other than those published in Part I,
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and Gujarat Industrial Relations Act.**

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT
AUTHORITY, UNDER THE MINIMUM WAGES ACT, 1948, GANDHINAGAR**

Notification

No. KH/SHMC/38838/MWA/6.—In pursuance of clause (d) of section -2 of Minimum Wages Act, 1948, in its application to the State of Gujarat, I, the Deputy Commissioner of Labour, Gandhinagar, the Competent Authority, appointed under clause (c) of the said section -2, hereby declare cost of living index number ascertained by me and specified in column-2 of the schedule annexed hereto applicable to the employees employed in employments mentioned in Part-I of the schedule to the Act.

SCHEDULE

(Average price for the calendar year 1960=100)

Month	Cost of Living Index Number
January, 2008	2892

Gandhinagar, 12th March, 2008.

H. R. SHAH,
Deputy Commissioner of Labour and
Competent Authority under
the Minimum Wages Act, 1948,
(Gujarat State), Gandhinagar.

**નાયબ શ્રમ આયુક્ત અને સને ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી દ્વારા**

જાહેરનામું

નંબર કેએચ-એસએચએમસી-૩૮૮૩૮. — સને ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમની કલમ-૨ના ખંડ (ઘ) મુજબ એ અધિનિયમ ગુજરાત રાજ્યને લાગુ પડતાં નાયબ શ્રમ આયુક્ત, ગાંધીનગર અને ઉક્ત કલમ-૨ ના ખંડ (ગ) હેઠળ સક્ષમ અધિકારી તરીકે નિમાયેલ હું, આથી અધિનિયમની અનુસૂચિના ભાગ-૧માં જણાવેલ રોજગારીમાં નોકરી કરતા કર્મચારીઓને લાગુ પડતા આ સાથે જોડેલી અનુસૂચિના ખાના-૨માં જણાવેલા અને મેં ખાતરી કરેલા ખર્ચના સૂચિ આંકની જાહેરાત કરું છું.

અનુસૂચિ

(૧૯૬૦ના આખા અંગ્રેજી વર્ષ માટેના સરેરાશ ભાવ = ૧૦૦)

મહિનો	જીવન નિર્વાહ ખર્ચના સૂચિ આંક
જાન્યુઆરી, ૨૦૦૮	૨૮૯૨

ગાંધીનગર, તારીખ ૧૨મી માર્ચ, ૨૦૦૮.

એચ. આર. શાહ,
નાયબ શ્રમ આયુક્ત અને
લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી, (ગુજરાત રાજ્ય),
ગાંધીનગર.

EXTRA No. 18

POSTAL REGISTRATION
No. VDR-E/14/2006-2008



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શ્રમ અને રોજગાર વિભાગ

જાહેરનામું

સચિવાલય, ગાંધીનગર, તારીખ ૨૩મી માર્ચ, ૨૦૦૭.

ઔદ્યોગિક વિવાદ અધિનિયમ, ૧૯૪૭ (સને ૧૯૪૭નો ૧૪મો).

ક્રમાંક કેએચઆર-૨૦૦૮-૨૭-આઈડીએ-૧૦૮૬-૯૯-(પાર્ટ-૧)-મ-(૪).-ગુજરાત સરકારને
ખાતરી થઈ છે કે, જેના સંબંધમાં રાજ્ય સરકાર સમુચિત સરકાર હોય અને જેનું ઉત્પાદન નાયલોન
ફીલામેન્ટ યાર્નનું હોય તેવા ઉદ્યોગ હેઠળના શ્રમયોગીઓના રોજગારને સને ૧૯૪૭ના ઔદ્યોગિક
વિવાદ અધિનિયમ (જેનો ઉલ્લેખ હવે પછી “ઉક્ત અધિનિયમ” એ રીતે કરેલ છે) ના હેતુઓ માટે
“લોકોપયોગી સેવા” તરીકે જાહેર કરવામાં આવે તે જાહેર હિતમાં જરૂરી છે.

18/2 GUJ. GOVT. GAZ., EX., MAR. 13, 2008/PHAL. 23, 1929 [PART I-L

તેથી હવે, ઉક્ત અધિનિયમની કલમ-(૨)ના ખંડ (એન)ના પેટા-ખંડ (ક) થી મળેલ સત્તાની રૂએ ગુજરાત સરકાર, આથી ગુજરાત સ્ટેટ ફર્ટીલાઈઝર એન્ડ કેમીકલ્સ લી., ફાઈબર યુનીટ, કોસંબા, જી. સુરત હેઠળના કામદારોના રોજગારની સેવાઓને આ જાહેરનામાની તારીખથી છ માસની મુદત સુધી ઉક્ત અધિનિયમના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરે છે.

ગુજરાતના રાજ્યપાલશ્રીના હુકમથી અને તેમના નામે,

એ. એમ. કાદરી,
નાયબ-સચિવ.

સરકારી મુદ્રણાલય, વડોદરા.

EXTRA No. 19

POSTAL REGISTRATION
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જાહેરનામું

સચિવાલય, ગાંધીનગર, તારીખ ૧૪મી માર્ચ, ૨૦૦૮.

ઔદ્યોગિક વિવાદ અધિનિયમ, ૧૯૪૭ (સને ૧૯૪૭નો ૧૪મો).

ક્રમાંક કેએચઆર-૨૦૦૮-૨૮-આઈડીએ-૧૦૨૦૦૬-૧૨૦૪-મ-(૪).-ગુજરાત સરકારને ખાતરી થઈ છે કે, પ્રદુષણ પાણીના શુદ્ધિકરણ અને નિકાલ અંગેની કામગીરી કરતા ઉદ્યોગ હેઠળના શ્રમયોગીઓના રોજગારને સને ૧૯૪૭ના ઔદ્યોગિક વિવાદ અધિનિયમ (જેનો ઉલ્લેખ હવે પછી “ઉક્ત અધિનિયમ” એ રીતે કરેલ છે) ના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરવામાં આવે તે જાહેર હિતમાં જરૂરી છે.

તેથી હવે, ઉક્ત અધિનિયમની કલમ-૨ના ખંડ (એન)ના પેટા-ખંડ (દ) થી મળેલ સત્તાની રૂએ ગુજરાત સરકાર, આથી ઓઢવ એન્વાયરો પ્રોજેક્ટસ લી., ઓઢવ, અમદાવાદ હેઠળના કામદારોના રોજગારને આ જાહેરનામાની તારીખથી છ માસની મુદત સુધી ઉક્ત અધિનિયમના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરે છે.

ગુજરાતના રાજ્યપાલશ્રીના હુકમથી અને તેમના નામે,

એ. એમ. કાઢરી,
નાયબ-સચિવ.

સરકારી મુદ્રણાલય, વડોદરા.

EXTRA No. 20

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જાહેરનામું

સચિવાલય, ગાંધીનગર, તારીખ ૧૯મી માર્ચ, ૨૦૦૮.

ઔદ્યોગિક વિવાદ અધિનિયમ, ૧૯૪૭ (સને ૧૯૪૭નો ૧૪મો).

ક્રમાંક કેએચઆર-૨૦૦૮-૨૯-આઈડીએ-૨૦૦૧-૧૨૯૧-મ-(૪).-ગુજરાત સરકારને ખાતરી થઈ છે કે, હોસ્પિટલ ઉદ્યોગ હેઠળના શ્રમયોગીઓનાં રોજગારને સને ૧૯૪૭ના ઔદ્યોગિક વિવાદ અધિનિયમ (જેનો ઉલ્લેખ હવે પછી “ઉક્ત અધિનિયમ” એ રીતે કરેલ છે) ના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરવામાં આવે તે જાહેર હિતમાં જરૂરી છે.

તેથી હવે, ઉક્ત અધિનિયમની કલમ-૨ના ખંડ (એન)ના પેટા-ખંડ (ક) થી મળેલ સત્તાની રૂએ ગુજરાત સરકાર, આથી ડી. એન. મહેતા સાર્વજનિક હોસ્પિટલ, નવસારી હેઠળના કામદારોના રોજગારને આ જાહેરનામાની તારીખથી છ માસની મુદત સુધી ઉક્ત અધિનિયમના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરે છે.

ગુજરાતના રાજ્યપાલશ્રીના હુકમથી અને તેમના નામે,

એ. એમ. કાદરી,
નાયબ-સચિવ.

સરકારી મુદ્રણાલય, વડોદરા.



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and Gujarat Industrial Relations Act

શ્રમ અને રોજગાર વિભાગ

જાહેરનામું

સચિવાલય, ગાંધીનગર, તારીખ ૨૪મી માર્ચ, ૨૦૦૮.

ઔદ્યોગિક વિવાદ અધિનિયમ, ૧૯૪૭ (સને ૧૯૪૭નો ૧૪મો).

ક્રમાંક કેએચઆર-૨૦૦૮-૩૦-આઈડીએ-૧૦૮૯-૨૭૭૭-પાર્ટ-૧-મ-(૪).-ગુજરાત સરકારને ખાતરી થઈ છે કે, ગુજરાતમાં આવેલ પેટ્રોકેમીકલ્સ ઉદ્યોગ હેઠળના શ્રમયોગીઓના રોજગારને સને ૧૯૪૭ના ઔદ્યોગિક વિવાદ અધિનિયમ (જેનો ઉલ્લેખ હવે પછી “ઉક્ત અધિનિયમ” એ રીતે કરેલ છે) ના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરવામાં આવે તે જાહેર હિતમાં જરૂરી છે.

21/2 GUJ.GOV.T.GAZ.,EX.,MARCH 28, 2008/CAITRA. 8, 1930 [PART I-L

તેથી હવે, ઉક્ત અધિનિયમની કલમ-૨ના ખંડ (એન)ના પેટા-ખંડ (૬) થી મળેલ સત્તાની રૂએ ગુજરાત સરકાર, આથી રીલાયન્સ ઈન્ડસ્ટ્રીઝ લી., પો. દહેજ, મેન્યુફેક્ચરીંગ ડીવીઝન, જી. ભરૂચ હેઠળના કામદારોના રોજગારની સેવાઓને તારીખ ૨૭મી માર્ચ, ૨૦૦૮ થી છ માસની મુદત સુધી ઉક્ત અધિનિયમના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરે છે.

ગુજરાતના રાજ્યપાલશ્રીના હુકમથી અને તેમના નામે,

એ. એમ. કાદરી,
નાયબ-સચિવ.

સરકારી મુદ્રણાલય, વડોદરા.



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PART I-L

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IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act.

LABOUR AND EMPLOYMENT DEPARTMENT

Corrigendum

Sachivalaya, Gandhinagar, dated 28th March, 2008.

Gujarat Unprotected Manual Workers' (Regulation of Employment And
Welfare) Act, 1979.

No: -KHR-2008-33-UOL-1090-248-M (2) :- In exercise of the powers
conferred by sub-sections (1), (3), (4), (5), (6) and (7) of section 6 of the
Gujarat Unprotected Manual Workers (Regulation of Empolymnt and
Welfare) Act, 1979 (Guj. 25th of 1979), the Government of Gujarat
hereby amends the Corrigendum No. KHR-2006-71-UOL-1090-248-M(2),

22/2 GUJ.GOV.T.GAZ.,EX.,MARCH 28, 2008/CAITRA. 8, 1930 [PART I-L

dated 31st July, 2006, and replace the entry No. 1 of the members representing the employers and the members representing the unprotected workers as follows ;

Members representing the employers :

1. Shri Ratibhai Javanmal Shah, President, Maskati Kapad Market Mahajan, Railwaypura, Ahmedabad- 380 002.

Members representing the Unprotected Workers :

1. Shri Raju Chhogaji Vanzara, President, the Ahmedabad Maskati Panchkuwa Kapad Mahajan Hathlari Mandal, New Cloth Market, Raipur Darwaja bahar, Ahmedabad.

By order and in the name of the Governor of Gujarat.

A. M. Kadri,
Deputy. Secretary.

GOVERNMENT PRESS, VADODARA.



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PART I-L

Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act.

BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPE-
TENT AUTHORITY, UNDER THE MINIMUM WAGES ACT, 1948.

Notification

No. KH/SHMC/38841/MWA/6.—In pursuance of clause (d) of section -2 of Minimum Wages Act, 1948, in its application to the State of Gujarat, I, the Deputy Commissioner of Labour, Gandhinagar, the Competent Authority, appointed under clause (c) of the said section -2, hereby declare cost of living index number ascertained by me and specified in column-2 of the schedule annexed hereto applicable to the employees employed in employments mentioned in Part-I of the schedule to the Act.

SCHEDULE

(Average price for the calendar year 1960=100)

Month	Cost of Living Index Number
February, 2008	2916

Gandhinagar, 10th April, 2008.

H. R. SHAH,

Deputy Commissioner of Labour and
Competent Authority under
the Minimum Wages Act, 1948,
(Gujarat State), Gandhinagar.

**નાયબ શ્રમ આયુક્ત અને સને ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી દ્વારા**

જાહેરનામું

નંબર કેએલ-એસએચએમસી-૩૮૮૪૧. — સને ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમની કલમ-૨ના ખંડ (ઘ) મુજબ એ અધિનિયમ ગુજરાત રાજ્યને લાગુ પડતા નાયબ શ્રમ આયુક્ત, ગાંધીનગર અને ઉક્ત કલમ-૨ ના ખંડ (ગ) હેઠળ સક્ષમ અધિકારી તરીકે નિમાયેલ હું, આથી અધિનિયમની અનુસૂચિના ભાગ-૧માં જણાવેલ રોજગારીમાં નોકરી કરતા કર્મચારીઓને લાગુ પડતા આ સાથે જોડેલી અનુસૂચિના ખાના-૨માં જણાવેલા અને મેં ખાતરી કરેલા ખર્ચના સૂચિ આંકની જાહેરાત કરું છું.

અનુસૂચિ

(૧૯૬૦ના આખા અંગ્રેજી વર્ષ માટેના સરેરાશ ભાવ = ૧૦૦)

મહિનો	જીવન નિર્વાહ ખર્ચના સૂચિ આંક
૧	૨
ફેબ્રુઆરી, ૨૦૦૮	૨૯૧૬

ગાંધીનગર, તારીખ ૧૦મી એપ્રિલ, ૨૦૦૮

એચ. આર. શાહ,

નાયબ શ્રમ આયુક્ત અને
લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી, (ગુજરાત રાજ્ય),
ગાંધીનગર.

સરકારી મુદ્રણાલય, વડોદરા.

EXTRA No. 24

POSTAL REGISTRATION
No. VDR-E/14/2006-2008



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PART I-L

Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act.

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, dated 19th April, 2008.

Minimum Wages Act, 1948.

No: KHR-2008-40-MWA-1098-1134-M (2) :- The following draft of notification which is proposed to be issued under sub-section -(1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948) (hereinafter referred to as the said Act), is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act, for the information of all persons likely to be affected thereby and

24/2 GUJ.GOV.T.GAZ. EX., APRIL 23, 2008 / VAISAKHA 3, 1930 [PART I-L

notice is hereby given that the said draft will be taken into consideration, by the Government of Gujarat, on or after the expiry of three months from the date of its publication in the *Official Gazette*.

Any objections or suggestions which may be received by the Rural Labour Commissioner, Gujarat State, Block No. 7, 1st Floor, Dr. Jivraj Mehta Bhavan, Gandhinagar, from any person in respect to the draft before the expiry of the aforesaid period will be taken into consideration by the Government.

DRAFT NOTIFICATION

No.KHR-40-MWA-1098-1134-M(2) :- In exercise of the powers conferred by sub-section (1) of section 3, of the Minimum Wages Act, 1948 (XI of 1948) and in supersession of the Government Notification, Labour and Employment Department No. KHR-35-2002-MWA-1098-1134-Part-II- M-2, dated the 30th March, 2002 the Government of Gujarat hereby revises the minimum rates of wages mentioned in respect of the class of employees mentioned in column No. 1 of the schedule;

SCHEDULE

Class of employees	Rate payable by the day to a casual labourer	Rate payable by the year to a permanent labourer
1	2	3
Employees in the Employment in Agriculture	Rs. 80=00	29,200/-

Explanation :

For the purpose of this notification—

- (1) The entire State shall be treated as one Zone;
- (2) There shall be no discrimination between male and female employees for the payment of minimum wages;
- (3) In the case of a permanent employee employed for a part of the year, the minimum rates of wages payable to him annually shall be proportionately reduced;
- (4) "Casual Labourer" mean any person who is employed for hire or reward to do any work in connection with employment in agriculture and is paid wages with or without prerequisites, on the basis of a working day ;

- (5) "Permanent Labourer" means any person included an employee known as "Chakar", "Bhagia", "Hathi", or "Sathie", who is employed for hire or reward to do any work in connection with employment in agriculture and is paid wages with or without perquisites on the basis of a specific period of work from one month to twelve months ;
- (6) In the case of an employee employed on piece-rate basis, the minimum rates of wages shall be so fixed that the amount of the wages payable to him for the number of hours of work which constitutes a normal working day shall not be less than the wages payable by the day to an employee on time rate basis;
- (7) An employee employed on part-time basis shall be paid fifty per cent of the minimum rates of wages upto four hours and full minimum rates of wages for more than four hours if he works.

By order and in the name of the Governor of Gujarat.

A. M. Kadri,
Deputy Secretary to Government.

GOVERNMENT PRESS, VADODARA.



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IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act.

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, dated 29th May, 2008.

THE EMPLOYEES' STATE INSURANCE ACT, 1948.

No. KHR-2008-58-ESI-2005-U.O.-10-M (3) :- In exercise of the powers conferred by Regulation No. 76 of the Employees' State Insurance (General) Regulations, 1950, the Government of Gujarat, Labour and Employment Department has issued the Notifications (1) No. GR/2002/10/ESI/2001/2394/M-3,

25/2 GUJ. GOVT. GAZ. EX., JUNE 4, 2008 / JYAISTHA 14, 1930 [PART I-L

dated 24th January 2002 and (2) No. GR/2002/48/ESI/2001/2394/M-3, dated 29th April 2002, (3) No. KHR-2007-40-ESI-2005-UO. 10-M-(3), 9th May, 2007 and constituted the Medical Appeal Tribunals for the local areas.

After consultation with the Employees' State Insurance Corporation, Ahmedabad, and the Health and Family Welfare Department, the Government of Gujarat, Labour and Employment Department hereby, appointment of Dr. M. M. Prabhakar, Orthopaedic Surgeon and Director, Paraplegia Hospital and Medical Superintendent, Civil Hospital, Ahmedabad, is cancelled and replace the present Member Dr. R. A. Solanki, Associate Professor, Civil Hospital, Ahmedabad, as a Medical Expert in the Medical Appeal Tribunal, Ahmedabad and Dr. G. D. Tharadra, Orthopaedic Surgeon and Associate Professor, Civil Hospital, Ahmedabad, as a Member, Medical Expert in the Medical Appeal Tribunal, Ahmedabad.

By order. and in the name of the Governor of Gujarat.

S. K. BAMANIYA,
Under Secretary.

PRINTED at THE GOVERNMENT PRESS, VADODARA.

EXTRA No. 26

POSTAL REGISTRATION
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and Gujarat Industrial Relations Act

શ્રમ અને રોજગાર વિભાગ

જાહેરનામું

સચિવાલય, ગાંધીનગર, તારીખ ૨જી જુન, ૨૦૦૮.

ઔદ્યોગિક વિવાદ અધિનિયમ, ૧૯૪૭ (સને ૧૯૪૭નો ૧૪મો).

ક્રમાંક કેએચઆર-૨૦૦૮/૬૨/આઈડીએ-૨૦૦૨-૪૬૬-મ (૪).- ગુજરાત સરકારને ખાતરી થઈ છે કે, પેટ્રોકેમિકલ્સ ઉદ્યોગ હેઠળના શ્રમયોગીઓના રોજગારને સને ૧૯૪૭ના ઔદ્યોગિક વિવાદ અધિનિયમ (જેનો ઉલ્લેખ હવે પછી “ઉક્ત અધિનિયમ” એ રીતે કરેલ છે) ના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરવામાં આવે તે જાહેર હિતમાં જરૂરી છે.

તેથી, હવે, ઉક્ત અધિનિયમની કલમ-૨ના ખંડ (એન) ના પેટા-ખંડ (દ) થી મળેલ સત્તાની રૂએ ગુજરાત સરકાર, આથી રીલાયન્સ ઈન્ડસ્ટ્રીઝ લી., વડોદરા, મેન્યુફેક્ચરીંગ ડીવીઝન હેઠળના કામદારોના રોજગારની સેવાઓને તારીખ ૨૫મી જુલાઈ, ૨૦૦૮ થી તારીખ ૨૪મી જાન્યુઆરી, ૨૦૦૯ સુધીના છ(૬) માસના સમયગાળા માટે ઉક્ત અધિનિયમના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરે છે.

ગુજરાતના રાજ્યપાલશ્રીના હુકમથી અને તેમના નામે,

એ. એમ. કાદરી,
નાયબ-સચિવ.

સરકારી મુદ્રણાલય, વડોદરા.

EXTRA No. 27/1

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and Gujarat Industrial Relations Act.

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, dated 9th June, 2008.

MINIMUM WAGES ACT, 1948.

No.KHR-63 -MWA-102008-302-M(2):- The following draft of a notification which is proposed to be issued under clause (b) of sub-section (1) of Section 3 read with clause (b) of sub-section (1) of Section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948. (XI of 1948) (herein after referred to as "the said Act"), for revising the minimum rates of wages payable to the employees employed in the scheduled employments in

Automobiles repairing Workshops and Garages covered under entry 35 in Part-I of the Schedule to the said Act, specified in the schedule annexed to this draft notification ("hereinafter referred to as the said scheduled employment") in the whole of the State of Gujarat is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act, for the information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration by the Government of Gujarat on or after the expiry of two months from the date of its publication in the *Official Gazette*.

Any objections or suggestions which may be received by the Principal Secretary, Labour and Employment Department, Block No.5, 6th floor, Sachivalaya, Gandhinagar, from any person in respect of the said draft notification on or before the expiry of the aforesaid period will be taken into consideration by the Government.

DRAFT NOTIFICATION

No. KHR- 63-MWA-102008-302-M(2) : In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (b) of sub-section (1) of section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No.KHR/ 90/MWA/1097/1619/(1) M(2), dated the 25th April, 1997, the Government of Gujarat hereby revises the minimum rates of wages in respect of employees employed in the said scheduled employments in the whole of the State of Gujarat so as to consist of—

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column-2 thereof ;and
- (b) a special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that—

- (i) for the rise of every five points over the cost of living index number 2935 or over any such number which is greater than 2935 applicable to the employees in the said scheduled employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
- (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month;

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in Automobiles repairing Workshops and Garages

Sr. No.	Classes of employees	Rates payable by the day (Rs)	
		3	
1	2	Zone -I	Zone - II
I	Skilled : Manager, Supervisor, Cashier, Forman, Accountant, Mechanic, Electrician	135.10	133.70
II	Semi-Skilled : Garage / Workshop-In-charge, Assistant Mechanic, Salesman, Fitter, Turner, Tinsmith Welder, Blacksmith, Painter, Tool Clerk, Colour- man, Clerk, Clerk-typist, Typist, Driver,	134.00	132.60
III	Un-skilled : Helper, Cleaner, Watchman, Greaser, Attendant, Sweeper, Coolie, Mazdoor, Peon.	132.90	131.50

Explanation for the purpose of this Notification :

(1) (a) Zone-I shall comprise the area in the State of Gujarat within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporation, Act, 1949, and the areas falling within a peripheral distance of ten kilometers from the aforesaid limits;

(b) Zone-II shall comprise all the areas in the State of Gujarat other than those included in Zone-I;

(2) In case of an employee employed on piece-rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs;

(3) The University Campus, the Agricultural University Campus and the Cantonment Area shall pay the minimum rates of wages of the scheduled employment of the nearest Zone.

(4) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if he works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance;

(5) An employee employed by contractor or other agencies shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong;

(6) No deduction shall be made in respect of the perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance;

(7) Male and female employees should be given equal wages for equal work;

(8) The minimum rates of wages payable to an apprentice employee on skilled or semi-skilled work shall be 75% of the minimum rates of wages fixed for the class of employees to which he belongs, in addition to special allowance for the first three months. After three months he shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,

Deputy Secretary to Government.



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PART I-L

Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act.

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, dated 9th June, 2008.

MINIMUM WAGES ACT, 1948.

No. KHR-64-MWA-102008-302-M(2):-The following draft of a notification which is proposed to be issued under clause (b) of sub-section (1) of Section 3 read with clause (b) of sub-section (1) of Section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948. (XI of 1948) (hereinafter referred to as "the said Act"), for revising the minimum rates of wages payable to the employees employed in the scheduled employments in Employment in Bakeries covered under entry 38 in Part-I of the Schedule to the

said Act, specified in the schedule annexed to this draft notification ("hereinafter referred to as the "said scheduled employment") in the whole of State of Gujarat is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act, for the information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration by the Government of Gujarat on or after the expiry of two months from the date of its publication in the *Official Gazette*.

Any objections or suggestions which may be received by the Principal Secretary, Labour and Employment Department, Block No.5, 6th floor, Sachivalaya, Gandhinagar from any person in respect of the said draft notification on or before the expiry of the aforesaid period will be taken into consideration by the Government.

DRAFT NOTIFICATION

No.KHR- 64- MWA-102008-302-M(2) : In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (b) of sub-section (1) of section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No.KHR/ 91/MWA/1097/1619/(2) M(2) dated the 25th April, 1997 the Government of Gujarat hereby revises the minimum rates of wages in respect of employees employed in the said scheduled employments in the whole of the state of Gujarat so as to consist of -

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column-2 thereof ; and
- (b) a special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that,-
 - (i) for the rise of every five points over the cost of living index number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;

- (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month;

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in Bakeries

Sr. No.	Classes of employees	Rates payable by the day (Rs)		
		Zone -I, 3	Zone - II 4	Zone-III 5
I	Skilled : Mistry (Daught man), Bhartiwala, Truck Driver or Motor Driver, Delivery Van,	137.60	136.90	136.20
II	Semi-Skilled : Gullawala, Totat (Tolat), Cut Piecer (Bread Cutter), Deliverian (Delivery man) Rickshaw Driver.	134.70	134.00	133.30
III	Un-Skilled : Patrawala, Helper, Peon, Office- Boy, Sweeper, Packer, Watchman.	133.30	132.60	131.80
IV	Clerical Staff:			
	1. Manager	137.60	137.60	136.20
	2. Clerk - typist, Cashier, Steno-typist	137.60	135.50	134.70

Explanation for the purpose of this notification -

- (1) (a) Zone I shall comprise the areas within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporation Act, 1949 and the areas falling within a peripheral distance of ten kilometers from the aforesaid limits.
- (b) Zone-II shall comprise the areas within the limits of the towns and cities having a population of one lac and above according to the

figures of latest census available and the are as falling within a peripheral distance of five kilometers from the aforesaid limits.

- (c) Zone-III shall comprise all the areas in the State of Gujarat, other than those not included in Zone-I and Zone-II.

(2) In case of an employee employed on piece-rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.

(3) The workers employed on part-time basis shall be paid 50 percent of the minimum rates of wages plus special allowance, if they work upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

(4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong.

(5) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.

(6) Male and female employees should be given equal wages for equal work.

(7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs, plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,
Deputy Secretary to Government.

EXTRA No. 27/3

POSTAL REGISTRATION
No. VDR-E/14/2006-2008



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IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act.

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, dated 9th June, 2008.

MINIMUM WAGES ACT, 1948.

No.KHR- 65 -MWA-102008-302-M(2):—The following draft of a notification which is proposed to be issued under clause (b) of sub-section (1) of Section 3 read with clause (b) of sub section (1) of Section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948. (XI of 1948)

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(hereinafter referred to as "the said Act"), for revising the minimum rates of wages payable to the employees employed in the scheduled employments in Employment in Bobbin Industry covered under entry 21 in Part-I of the Schedule to the said Act, specified in the schedule annexed to this draft notification ("hereinafter referred to as the said scheduled employment") in the whole of State of Gujarat is here by published as required by clause (b) of sub-section (1) of section 5 of the said Act, for the information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration by the Government of Gujarat on or after the expiry of two months from the date of its publication in the *Official Gazette*.

Any objections or suggestions which may be received by the Principal Secretary, Labour and Employment Department, Block No.5, 6th floor, Sachivalaya, Gandhinagar from any person in respect of the said draft notification on or before the expiry of the aforesaid period will be taken into consideration by the Government.

DRAFT NOTIFICATION

No.KHR- 65- MWA-102008-302-M(2) : In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (b) of sub-section (1) of section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/ 92/MWA/1097/1619/(3) M(2) dated the 25th April, 1997 the Government of Gujarat hereby revises the minimum rates of wages in respect of employees employed in the said scheduled employments in the whole of the state of Gujarat so as to consist of;

- (a) The basic rates of wages as set out in column (3) of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column-2 there of ; and
- (b) a special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that:-

- (i) for the rise of every five points over the cost of living index number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
- (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month;

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE
Employment in Bobbin Industry

Sr. No.	Classes of Employees	Zone-I	Zone-II
1	2	3	4
I	Skilled -A : Mistry, Electrical Supervisor, Mechanical Supervisor, Manager, Accountant.	140.00	136.90
II	Skilled -B :	136.90	135.40
	(1) Employees doing the work of joining and grinding band saw blades.		
	(2) Employees doing the work of cutting wood on land saw machine according to the required size.		
	(3) Asstt. Mistries and supervisor who look after the overall work of the Department and maintain the quality of good produced under the instruction of the department Mistry.		
	(4) Electrical wireman, Turners and Mechanical Fitters working under the instructions of the mechanical supervisor, Motor Drivers, and Truck Drivers, Clerks, Timekeepers, Storekeeper, Cashier, Telephone Operator, Machineman, or Machine Operator, Moulder.		

1	2	3	4
III	Semi-skilled-A :	134.90	134.00
	(1) Employees engaged in testing of all types of the finished bobbins.		
	(2) Employees engaged in cutting grooves on the cutter machine on all types of bobbins or rings and wood.		
	(3) Employees engaged in finishing of all types of bobbins on the finishing machine.		
	(4) Employees engaged in semifinishing of all types of bobbins on turning machines and copying machines.		
IV	Semi-skilled-B :	134.30	133.70
	(1) Employees engaged in fitting, pressing and punching all types of rings on all types of bobbins.		
	(2) Employees engaged in painting all types of bobbins under the instructions of Mistry.		
	(3) Employees engaged in oiling and greasing.		
	(4) Employees engaged in preparing all types of bobbins.		
	(5) Employees engaged in preparing grooves on rings and shields of all types of bobbins on cutting machine.		
	(6) Employees engaged in centering of all types of bobbins.		
	(7) Employees engaged in roughing of all types of bobbins on roughing and turning machine.		
	(8) Employees engaged in reaming of all types of bobbins.		

(9) Employees engaged in drilling of all types of bobbins on drilling machine set by the mistry.

(10) Employees engaged in seasoning of wood.

(11) Employees engaged in cutting pieces from wooden stripes as per instructions the mistry.

(12) Employees engaged in pulling the wooden log opposite the wood cutter on the hand-saw machine.

(13) Employees engaged in railing and pressing of all types of bobbins on the railing machine.

V Unskilled :

(1) Sweeper, Watchman, Office-boys, Hand cart worker, Water man, 133.60 133.00

(2) Employees engaged in loading and unloading goods in trucks.

(3) Employees engaged in the movement of raw material and finished products in the factory.

(4) Employees engaged in feeding and removing wood on the hand saw machine.

Explanation for the purpose of this notification -

(1) (a) Zone I shall comprise the areas within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporation Act, 1949 and the areas falling within a peripheral distance of ten kilometers from the aforesaid limits.

(b) Zone-II shall comprise all the areas in the state of Gujarat, other than those not included in Zone-I .

(2) In case of an employee employed on piece rate basis, the minimum rate of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class

of employees to which he belongs.

(3) The workers employed on part-time basis shall be paid 50 per cent of the minimum rates of wages plus special allowance, if they work upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

(4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong.

(5) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.

(6) Male and female employees should be given equal wages for equal work.

(7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs, Plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,

Deputy Secretary to Government.

EXTRA No. 27/4

POSTAL REGISTRATION
No. VDR-E/14/2006-2008



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LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, dated 9th June, 2008.

MINIMUM WAGES ACT, 1948.

No. KHR- 66 -MWA-102008-302-M(2):-The following draft of a notification which is proposed to be issued under clause (b) of sub-section (1) of Section 3 read with clause (b) of sub section (1) of Section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948. (XI of 1948) (hereinafter referred to as "the said Act"), for revising the minimum rates of wages payable to the employees employed in the scheduled

employments in Employment in bone crushing industry covered under entry 27 in Part-I of the Schedule to the said Act, specified in the schedule annexed to this draft notification ("hereinafter referred to as the said scheduled employment") in the whole of State of Gujarat is here by published as required by clause (b) of sub-section (1) of section 5 of the said Act, for the information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration by the Government of Gujarat on or after the expiry of two months from the date of its publication in the *Official Gazette*.

Any objections or suggestions which may be received by the Principal Secretary, Labour and Employment Department, Block No.5, 6th floor, Sachivalaya, Gandhinagar from any person in respect of the said draft notification on or before the expiry of the aforesaid period will be taken into consideration by the Government.

DRAFT NOTIFICATION

No.KHR- 66- MWA-102008-302-M(2) : In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (b) of sub-section (1) of section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No.KHR/ 93/MWA/1097/1619/(4) M(2) dated the 25th April, 1997 the Government of Gujarat hereby revises the minimum rates of wages in respect of employees employed in the said scheduled employments in the whole of the state of Gujarat so as to consist of;

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column-2 there of ; and
- (b) a special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that;-

- (i) for the rise of every five points over the cost of living index number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
- (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month;

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in bone crushing industry

Sr. No.	Classes of Employees	Rates payable per day (Rs.) 3
1	2	
I Skilled :		135.60
	Manager, Head Supervisor, Supervisor, Foreman Engine cum Motor-man, Motorman, Engine Driver, Clerk, Cashier, Boiler, Attendant Truc Driver, Machine Operator, Cook (Male / Female)	
II Un-skilled A :		133.30
	Bone Breaker, Bags Carrier, Bone Feeder Bags Sticher, Loader.	
III Un-skilled B :		132.60
	Basket Carrier Bone Metal collector Mazdoor Peon.	

Explanation for the purpose of this notification -

- (1) The entire state shall be treated as one Zone.
- (2) In case of an employee employed on piece rate basis, the minimum rate of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.
- (3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if he works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.
- (4) The employees employed by the contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.
- (5) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.
- (6) Male and female employees should be given equal wages for equal work.
- (7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,
Deputy Secretary to Government.

EXTRA No. 27/5

POSTAL REGISTRATION
No. VDR-E/14/2006-2008



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LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, dated 9th June, 2008.

MINIMUM WAGES ACT, 1948.

No.KHR- 67-MWA-102008-302-M(2):-The following draft of a notification which is proposed to be issued under clause (b) of sub-section (1) of Section 3 read with clause (b) of sub-section (1) of Section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948. (XI of 1948) (hereinafter referred to as "the said Act"), for revising the

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minimum rates of wages payable to the employees employed in the scheduled employments in Employment in Brick Manufacturing Industry covered under entry 31 in Part-I of the Schedule to the said Act, specified in the schedule annexed to this draft notification ("hereinafter referred to as the said scheduled employment") in the whole of the State of Gujarat is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act, for the information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration by the Government of Gujarat on or after the expiry of two months from the date of its publication in the *Official Gazette*.

Any objections or suggestions which may be received by the Principal Secretary, Labour and Employment Department, Block No.5, 6th floor, Sachivalaya, Gandhinagar from any person in respect of the said draft notification on or before the expiry of the aforesaid period will be taken into consideration by the Government.

DRAFT NOTIFICATION

No. KHR- 67- MWA-102008-302-M(2) : In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (b) of sub-section (1) of section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No.KHR/ 94/MWA/1097/1619/ (5) M(2) dated the 25th April, 1997 the Government of Gujarat hereby revises the minimum rates of wages in respect of employees employed in the said scheduled employments in the whole of the State of Gujarat so as to consist of;

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column-2 thereof; and
- (b) a special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that;-

- (i) for the rise of every five points over the cost of living index number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
- (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month;

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in Brick Manufacturing Industry

Sr. No.	Classes of Employees	Rates payable per day (Rs.)	
		Zone - I	Zone -II
1	2	3	4
I	(a) Patlawala-A (Brick moulder)	158.90 (1100 Bricks) (Where employees are required to dig earth, prepare mud mixture, mould bricks dry them thereafter arrange them in proper rows and clean the place of work.)	154.50
II	(b) Patlawala-B	154.50 (1000 Bricks) (Where employees are provided with earth at the work site by the employer and where- after the employee is required to prepare mud mixture, mould bricks, dry them arrange rows and clean the place of work.)	151.60

Sr. No.	Classes of Employees	Rates payable per day (Rs.)	
		Zone - I	Zone -II
1	2	3	4
2	Bharatiwala (Raw Brick Carrier)	120.10 (1100 Bricks) (Where donkeys are utilised for carrying bricks.) *These rates are for carrying 1100 bricks upto a distant of 100 meters. For every 100mts. beyond or part thereof 50 paise extra should be paid over the above rates.	119.20
3	Khadkania (Bricks Arranger)	120.50 (1000 Bricks)	120.10
4	Nakashi (Finished Bricks Carrier)	121.40 (1000 Bricks)	120.60
5	Accountant, Supervisors, Mukadam	140.70	139.10
6	Mistry	140.20	138.50
7	Jalaiya (fireman) and Clerk	136.30	135.20
8	Tikdiwala, Chokidar, Peon and other Miscellaneous Labour.	133.70	133.20
9	Truck Driver and Car Driver	138.70	138.70

*If any brick manufacturing industry Employs a truck driver or a car driver, such driver shall be paid minimum rates of wages and the special allowance at the same rates as are applicable to a driver in respect of the Employment in Motor Transport.

Explanation :

The employees shall be entitled to get " Full back wages" at the rate of fifty per cent only where the employer fails to provide him work due to bad weather or for any other reason. The "Full back wages" shall be the average daily wages calculated on the basis of basic rates plus special allowance received in the previous month by the employee:

Provided that the employee shall not be entitled to get "Full back wages" for the day, if he earns less than the amount of "Full back wages" on that day on account of his unwillingness to work for any reason what so ever.

Explanation for the purpose of this notification -

- (1) (a) Zone 1 shall comprise the area within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporation Act, 1949 and the areas falling within a peripheral distance of ten kilometers from the aforesaid limits.
- (b) Zone-II comprise all the areas in the State of Gujarat other than those included in Zone-I
- (2) In case of an employees employed on piece-rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs..
- (3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if he works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.
- (4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong .
- (5) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.
- (6) Male and female employees should be given equal wages for equal work.
- (7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be 75% of the minimum rates of wages fixed for the class of employees to which he belongs, plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,

Deputy Secretary to Government.

EXTRA No. 27/6

POSTAL REGISTRATION
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LABOUR AND EMPLOYMENT DEPARTMENT

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Sachivalaya, Gandhinagar, dated 9th June, 2008.

MINIMUM WAGES ACT, 1948.

No. KHR-68-MWA-102008-302-M(2):- The following draft of a notification which is proposed to be issued under clause (b) of sub-section (1) of Section 3 read with clause (b) of sub-section (1) of Section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948. (XI of 1948) (hereinafter referred to as "the said Act"), for revising the minimum rates of wages payable to the employees employed in the scheduled Employments in

Cement prestressed products industry covered under Entry 26 in Part-I of the Schedule to the said Act, specified in the schedule annexed to this draft notification ("hereinafter referred to as the said scheduled employment") in the whole of the State of Gujarat is here by published as required by clause (b) of sub-section (1) of section 5 of the said Act, for the information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration by the Government of Gujarat on or after the expiry of two months from the date of its publication in the *Official Gazette*.

Any objections or suggestions which may be received by the Principal Secretary, Labour and Employment Department, Block No.5, 6th floor, Sachivalaya, Gandhinagar from any person in respect of the said draft notification on or before the expiry of the aforesaid period will be taken into consideration by the Government.

DRAFT NOTIFICATION

No. KHR-68-MWA-102008-302-M(2) : In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (b) of sub-section (1) of section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No.KHR/95/MWA/1097/1619/(6) M(2), dated the 25th April, 1997 the Government of Gujarat hereby revises the minimum rates of wages in respect of employees employed in the said scheduled employments in the whole of the State of Gujarat so as to consist of—

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column-2 thereof ;and
- (b) a special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that —
 - (i) for the rise of every five points over the cost of living index number 2935 or over any such number which is greater than 2935 applicable

to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;

- (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month;

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in Cement Prestressed Products Industry

Explanation : For the purpose of this entry Cement Prestressed Products Industry include the following articles from cement, namely :-

- | | |
|---|-----------------------------------|
| (1) Cement pillar | (7) Cement pipes |
| (2) Cement grill or jali | (8) Cement tiles |
| (3) Cement angles | (9) Cement beams |
| (4) Cement poles | (10) Cement Kundas (Flower Pots) |
| (5) Cement Tanka | (11) Cement benches |
| (6) Cement paniyara | (12) Hollow Cement bricks |
| (13) Any other article manufactured from cement called by any name. | |

Sr. No.	Classes of Employees	Rates payable per day (Rs.)
1	2	3
I Skilled :		139.40
	Pipe Moulder (Spun Pipe), Foreman, Vibrator runners, Wire stretcher, Pressman (Tiles), Engine Driver, Truck or Motor Drivers, Welder, Turner, Fitter, Blacksmith, Mason, Mechanic	

1	2	3
II	Semi-Skilled :	138.30
	Concrete mixture maker, Cage maker, Wire cutter, Colour mixture, Grinding mill-man, leveling machine-man, polishing machine-man, persons employed in arrange stencil wire on mould plate.	
III	Un-skilled :	137.00
	(1) Persons employed in odd jobs like lifting of pipes or poles of cranes from runners to curing tanks.	
	(2) Removal of pipes or poles from tank to the storage place.	
	(3) Loading or unloading the materials on trucks.	
	(4) Gringing sand, cement etc. for preparing concrete mixture.	
	(5) Tile washing, Stone or marble treaking, peons, Malis and sweepers.	
	(6) Putting tiles into curing tank and removing them thereafter and stocking them on sites .	
	(7) Persons doing pre-cast work concerning jalis, slabs, benches, flower pots, pillars and such other items.	
	(8) Persons doing miscellaneous coolie works.	

Explanation for the purpose of this notification -

- (1) The entire State shall be treated as one Zone;
- (2) In case of an employee employed on piece-rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs;

- (3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if he works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance;
- (4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to;
- (5) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance;
- (6) Male and female employees should be given equal wages for equal work;
- (7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. plus special allowance for the first three months. After three months they shall be paid in full;

By order and in the name of the Governor of Gujarat,

A. M. KADRI,
Deputy Secretary to Government.

EXTRA No. 27/7

POSTAL REGISTRATION
No. VDR-E/14/2006-2008



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PART I-L

Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act.

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, dated 9th June, 2008.

MINIMUM WAGES ACT, 1948.

No.KHR-69-MWA-102008-302-M(2).:- The following draft of a notification which is proposed to be issued under clause (b) of sub-section (1) of Section 3 read with clause (b) of sub section (1) of Section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948. (XI of 1948) (hereinafter referred to as "the said Act"), for revising the minimum rates of wages payable to the employees employed in the scheduled Employments in the maintenance of

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the Building covered under entry 23 and Employment in the construction and maintenance of runways covered under entry 24 in Part-I of the Schedule to the said Act, specified in the schedule annexed to this draft notification ("hereinafter referred to as the said scheduled employment") in the whole of State of Gujarat is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act, for the information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration by the Government of Gujarat on or after the expiry of two months from the date of its publication in the *Official Gazette*.

Any objections or suggestions which may be received by the Principal Secretary, Labour and Employment Department, Block No.5, 6th floor, Sachivalaya, Gandhinagar from any person in respect of the said draft notification on or before the expiry of the aforesaid period will be taken into consideration by the Government.

DRAFT NOTIFICATION

No. KHR-69-MWA-102008-302-M(2) : In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (b) of sub-section (1) of section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/96/MWA/1097/1619/ (7 & 8) M(2) dated the 25th April, 1997 the Government of Gujarat hereby revises the minimum rates of wages in respect of employees employed in the said scheduled employments in the whole of the state of Gujarat so as to consist of;

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column-2 thereof ;and
- (b) a special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that;-

- (i) for the rise of every five points over the cost of living index number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
- (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month;

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in the maintainance of buildings and Employment in the constrution and maintainance of runways.

Sr. No.	Class of employees	Rates payable per day (Rs)	
		Zone - I 3	Zone - II 4
1	2		
I	Skilled A :	150.00	148.40
	Carpenter with his tools, Blacksmith with his tools, Mason with his tools, Plumber with his tools, Stone cutter with his tools.		
II	Skilled B :	141.30	140.50
	Assistant Carpenter, Assistant Blacksmith, Assistant Mason, Assistant Plumber, Tapkar with his tools, Glazer with his tools, Tinsmith with his tools, Road Roller Driver, Truck Driver, Foreman, Sarang or Tindal (Tindal) Painter (Decorator) Oil painting etc., Head Fitter, Mechanic, Mistry, Electrician.		

Sr. No.	Class of employees	Rates payable per day (Rs)	
		Zone - I 3	Zone - II 4
1	2		
III	Semi-skilled :	137.60	136.90
	Foreman, Cleaner, Asphalt Sprayer, Mukadam, Miner or Blaster, Navghani, Colour Washer, White Washer, Tin Tenner, Bar Bender, Oilman, Engine Driver, Pump Operator, Pumpman, Fitter, Swayer, Wireman, Mixture Driver, Glass Fitter, Welder, Telephone Attendant, Assistant Electrician.		
IV	Unskilled :	135.50	135.10
	Mazdoor, Chokidar, Mali, Sweeper, Below- U-Boy.		
V	Clerk and Munim	139.50	138.40

Explanation For the purpose of this Notification :

(1) (a) Zone-I shall comprise the area within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporation Act, 1949, and the areas falling within a peripheral distance of ten kilometers from the aforesaid limits;

(b) Zone-II shall comprise all the areas in the State of Gujarat other than those included in Zone-I.

(2) In case of an employees employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs;

(3) The University Campus, the Agricultural University Campus and the Cantonment Area shall pay the minimum rates of wages of the scheduled employment of the nearest Zone;

(4) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance;

(5) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong .

(6) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.

(7) Male and female employees should be given equal wages for equal work.

(8) The minimum rates of wages payable to an apprentice employee on skilled or semi-skilled work shall be 75% of the minimum rates of wages fixed for the class of employees to which he belongs, plus special allowance for the first three months. After three months he shall be paid in full.

(9) The minimum rates of wages for the employees who are on similar category and work and for the employment in public Motor Transport, shall be paid the minimum rates of wages as prescribed in the scheduled employment of public Motor Transport.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,
Deputy Secretary to Government.



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PART I-L

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IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act.

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, dated 9th June, 2008.

MINIMUM WAGES ACT, 1948.

No.KHR-70-MWA-102008-302-M(2):—The following draft of a notification which is proposed to be issued under clause (b) of sub-section (1) of Section 3 read with clause (b) of sub-section (1) of Section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948. (XI of 1948) (hereinafter referred to as "the said Act"), for revising the minimum rates of wages payable to the employees employed in the scheduled Employments in any cotton ginning or cotton pressing manufactory covered under entry 15 in Part-I of the Schedule to the said Act, specified in the schedule annexed to this

draft notification ("hereinafter referred to as the said scheduled employment") in the whole of State of Gujarat is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act, for the information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration by the Government of Gujarat on or after the expiry of two months from the date of its publication in the *Official Gazette*.

Any objections or suggestions which may be received by the Principal Secretary, Labour and Employment Department, Block No.5, 6th floor, Sachivalaya, Gandhinagar from any person in respect of the said draft notification on or before the expiry of the aforesaid period will be taken into consideration by the Government.

DRAFT NOTIFICATION

No.KHR- 70- MWA-102008-302-M(2) : In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (b) of sub-section (1) of section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No.KHR/97/MWA/1097/1619/(9) M(2) dated the 25th April, 1997 the Government of Gujarat hereby revises the minimum rates of wages in respect of employees employed in the said scheduled employments in the whole of the state of Gujarat so as to consist of;

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column-2 thereof; and
- (b) a special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that -
 - (i) for the rise of every five points over the cost of living index number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;

- (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month;

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in any cotton ginning or cotton pressing manufactory.

Sr. No.	Classes of employees	Rates payable per day (Rs)	
		Zone -I 3	Zone - II 4
1	2		
I	Skilled :	142.70	141.30
	Engine Driver, Fitter, Turner, Electrician, Blacksmith, Boiler Attendant, Carpenter, Cobbler,		
II	Semi-Skilled:	139.80	139.10
	Fireman, Wireman, Valyeman or Half Pressman, Finisherman, Openerman, Accountant, Clerk, Roller Cutter, Number Marker, Press Mukadam, Gin Mukadam, Oilman, Coalman, Dubali, Labadi-Ghati, Tolwala, Bardan Sticher.		
III	Unskilled (Heavy) :	138.40	137.60
	Cotton Fetcher, Cotton Carrier, Cotton Seeds (Kapasias), Cotton Filler.		
IV	Unskilled (Light) :	136.90	136.20
	Pavawala, Charakhawala, Cotton Cleaner or Pumdawala, Cotton Zudawawala, Chokidar, Peon, Sweeper, Bardan Cutter..		
V	Clerical :	144.20	143.30
	Manager, Supervisor		

Explanation:

- (1) The employee for any person shall be entitled to get the daily special allowance for unskilling of 20 Kg. of cotton pods, per day if the output of the employee per day is more or, as the case may be, less, he shall be entitled to get more or, as the case may be less, special allowance accordingly.
- (2) The person taking 20 Kg. of cotton pedy per day for unskilling at their residence shall be paid the minimum rate of wages shown at category IV above of the respective zone plus special allowance.

Explanation for the purpose of this notification -

(1) (a) Zone I shall comprise the area within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporation Act, 1949 and the areas falling within a peripheral distance of ten kilometers from the aforesaid limits.

(b) Zone-II comprise all the areas in the state of Gujarat other than those included in Zone-I

(2) In case of an employees employed on piece rate basis, the minimum rate of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs..

(3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if he works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

(4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong .

(5) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.

(6) Male and female employees should be given equal wages for equal work.

(7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be 75 % of the minimum rates of wages fixed for the class of employees to which he belongs, plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,
Deputy Secretary to Government.

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POSTAL REGISTRATION
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PART I-L

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IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act.

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, dated 9th June, 2008.

MINIMUM WAGES ACT, 1948.

No.KHR-71 -MWA-102008-302-M(2):- The following draft of a notification which is proposed to be issued under clause (b) of sub-section (1) of Section 3 read with clause (b) of sub section (1) of Section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948. (XI of 1948) (hereinafter referred to as "the said Act"), for revising the minimum rates of wages payable to the employees employed in the scheduled Employments in any dispensary of a medical practitioner or in any establishment of medical consultant or in any clinical or pathological laboratory other than those clinical

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or pathological laboratories included in the employment in the Hospitals and Nursing Homes under (at entry number 30) entry 40 in Part-I of the Schedule to the said Act, specified in the schedule annexed to this draft notification ("hereinafter referred to as the said scheduled employment") in the whole of State of Gujarat is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act, for the information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration by the Government of Gujarat on or after the expiry of two months from the date of its publication in the *Official Gazette*.

Any objections or suggestions which may be received by the Principal Secretary, Labour and Employment Department, Block No.5, 6th floor, Sachivalaya, Gandhinagar from any person in respect of the said draft notification on or before the expiry of the aforesaid period will be taken into consideration by the Government.

DRAFT NOTIFICATION

No. KHR-71-MWA-102008-302-M(2) : In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (b) of sub-section (1) of section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/98/MWA/1097/1619/(10) M(2) dated the 25th April, 1997 the Government of Gujarat hereby revises the minimum rates of wages, in respect of employees employed in the said scheduled employments in the whole of the state of Gujarat so as to consist of;

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column-2 there of; and
- (b) a special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and on 31st December, respectively in such manner that;
 - (i) for the rise of every five points over the cost of living index number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special

allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;

- (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month;

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in any dispensary of a medical practitioner or in any establishment of medical consultant or in any clinical or pathological laboratory other than those clinical or pathological laboratories included in the employment in the Hospitals and Nursing Home at entry number 30.

Sr. No.	Classes of employees	Rates payable per day (Rs)	
		Zone - I 3	Zone - II 4
1	2		
I	Class I :	144.30	140.90
	Laboratory technician (Educational qualifications Graduate and trained), X-Ray technician (Educational qualification Graduate and trained)		
II	Class II :	141.10	140.00
	Clerk-typist, laboratory technician (unqualified), X-Ray technician (unqualified), Steno-typist, Nurse / Nurse / Nurse Midwife Physiotherapy technician, Compounder, * Pharmacist (educational qualification B. Pharm or D. Pharm; registered; having experience of ten years or more.		
III	Class III :	135.60	134.50
	Compounder (untrained) Dresser, Boy, Ayah, Peon..		

Explanation for the purpose of this notification -

(1) (a) Zone 1 shall comprise the area within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporation Act, 1949 and the areas falling within a peripheral distance of ten kilometers from the aforesaid limits.

(b) Zone-II comprise all the areas in the state of Gujarat other than those included in Zone-I.

(2) In case of an employees employed on piece rate basis, the minimum rate of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.

(3) The University Campus, the Agricultural University Campus and the Cantonment Area shall pay the minimum rates of wages of the scheduled employment of the nearest Zone.

(4) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

(5) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong.

(6) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.

(7) Male and female employees should be given equal wages for equal work.

(8) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be 75 % of the minimum rates of wages fixed for the class of employees to which he belongs, plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,

Deputy Secretary to Government.

EXTRA No. 27/10

POSTAL REGISTRATION
No. VDR-E/14/2006-2008



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IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act.

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, dated 9th June, 2008.

MINIMUM WAGES ACT, 1948.

No.KHR-72-MWA-102008-302-M(2):— The following draft of a notification which is proposed to be issued under clause (b) of sub-section (1) of Section 3 read with clause (b) of sub section (1) of Section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948. (XI of 1948) (hereinafter referred to as "the said Act"), for revising the minimum rates of wages payable to the employees employed in the scheduled Employments in drilling operation and maintenance of Tube-wells covered under entry 34 in Part-I of the Schedule

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to the said Act, specified in the schedule annexed to this draft notification ("hereinafter referred to as the said scheduled employment") in the whole of State of Gujarat is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act, for the information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration by the Government of Gujarat on or after the expiry of two months from the date of its publication in the *Official Gazette*.

Any objections or suggestions which may be received by the Principal Secretary, Labour and Employment Department, Block No.5, 6th floor, Sachivalaya, Gandhinagar from any person in respect of the said draft notification on or before the expiry of the aforesaid period will be taken into consideration by the Government.

DRAFT NOTIFICATION

No.KHR-72-MWA-102008-302-M(2) : In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (b) of sub-section (1) of section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No.KHR/99/MWA/1097/1619/(11) M(2) dated the 25th April, 1997 the Government of Gujarat hereby revises the minimum rates of wages in respect of employees employed in the said scheduled employments in the whole of the state of Gujarat so as to consist of;

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column-2 thereof ;and
- (b) a special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that:-
 - (i) for the rise of every five points over the cost of living index number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;

- (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month;

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in drilling operation and maintenance of Tube-wells.

Sr. No.	Classes of employees	Rates payable per day (Rs.)
1	2	144.90
I	Skilled : Driller, Errection Forman, Auto Forman, Bhisti with his own Bags, Turner, Assistant Fitter, Assistant Errection Forman, Assistant Auto Forman, Auto Electrician, Auto Fitter, Electrical Forman, Mechanic Grade I and II. Electrician Grade I, Auto Fitter Grade I, Turner Grade II.	144.90
II	Semi-skilled : Air compressor Operator Grade I and II, development Unit Operator, Driver (Truck, Jeep and Tractor) Generator Operator, Solderman, Tool Attendant, Engine Pump Operator, Carpenter, Mason, Painter, Plumber Grade I, Auto fitter grade I, Electrician Grade-II, Fitter Grade II	139.10
III	Unskilled : Helper Grade I and II, Oil man Grade I and II, Plumber Grade II, Carpenter Grade II, Turner Grade II, Generator Operator Grade III, Mechanic Grade III, Painter Grade II, Store Attendant, Labour Cleaner.	136.20

Explanation for the purpose of this notification -

(1) The entire State shall be treated as one Zone.

(2) In case of an employee employed on piece-rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.

(3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if he works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

(4) The employees employed by the contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.

(5) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.

(6) Male and female employees should be given equal wages for equal work.

(7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,

Deputy Secretary to Government.



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IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act.

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, dated 9th June, 2008.

MINIMUM WAGES ACT, 1948.

No.KHR-73-MWA-102008-302-M(2):- The following draft of a notification which is proposed to be issued under clause (b) of sub-section (1) of Section 3 read with clause (b) of sub section (1) of Section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948. (XI of 1948) (hereinafter referred to as "the said Act"), for revising the minimum rates of wages payable to the employees employed in the scheduled Employments in Electronics and Allied or Incidental Industries covered under entry 41 in Part-I of the

Schedule to the said Act, specified in the schedule annexed to this draft notification ("hereinafter referred to as the said scheduled employment") in the whole of State of Gujarat is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act, for the information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration by the Government of Gujarat on or after the expiry of two months from the date of its publication in the *Official Gazette*.

2. Any objections or suggestions which may be received by the Principal Secretary, Labour and Employment Department, Block No.5, 6th floor, Sachivalaya, Gandhinagar from any person in respect of the said draft notification on or before the expiry of the aforesaid period will be taken into consideration by the Government.

DRAFT NOTIFICATION

No.KHR-73-MWA-102008-302-M(2) : In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (b) of sub-section (1) of section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No.KHR/100/MWA/1097/1619/ (12) M(2) dated the 25th April, 1997 the Government of Gujarat hereby revises the minimum rates of wages in respect of employees employed in the said scheduled employments in the whole of the state of Gujarat so as to consist of;

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column-2 thereof ;and
- (b) a special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that;:
 - (i) for the rise of every five points over the cost of living index number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;

- (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month;

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in Electronics and Allied or Incidental Industries.

Sr. No.	Classes of employees	Rates payable per day (Rs.)
1	2	3
I	Skilled :	142.00
	Head Wireman, Turner, engineer, Fitter, Designer, Cabinet Fitter, Moulder Machineman, Forman, Driver, Tester, Telephone Operator, Mechanic, Electrician, Winder, Assembler, Carpenter, Supervisor (Quality Control) Accountant, Head Cashier, Head Clerk, Store Keeper.	
II	Semi-skilled :	139.10
	Coil winder, Transformer winder, Decorator, Draftsman, Solderman, Control Panel Attendant, Can Fitter, Wireman Panel Board Wireman, Clerical Staff, Assistant Die-fitter, Assistant Turner, Assistant Fitter, Assistant Designer, Assistant Technician, Assistant Painter, Assistant Carpenter,.	
III	Unskilled :	136.20
	Faras (Jhadoowala), Sweeper, Watchman, Helper, Peon, Waterman, Gardener / Mali, Cleaner.	

Explanation for the purpose of this notification -

(1) The entire state shall be treated as one Zone.

(2) In case of an employee employed on piece-rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.

(3) The University Campus, the Agricultural University Campus and the Cantonment Area shall pay the minimum rates of wages of the scheduled employment of the nearest Zone.

(4) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the works up to four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

(5) The employees employed by the contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.

(6) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.

(7) Male and female employees should be given equal wages for equal work.

(8) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,

Deputy Secretary to Government.

EXTRA No. 27/12

POSTAL REGISTRATION
No. VDR-E/14/2006-2008



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IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act.

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, dated 9th June, 2008.

MINIMUM WAGES ACT, 1948.

No.KHR-74-MWA-102008-302-M(2):- The following draft of a notification which is proposed to be issued under clause (b) of sub-section (1) of Section 3 read with clause (b) of sub section (1) of Section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948. (XI of 1948) (hereinafter referred to as "the said Act"), for revising the minimum rates of wages payable to the employees employed in the scheduled Employment in Film Industry including Employment in production, distribution and exhibition of films covered

under entry 33 in Part-I of the Schedule to the said Act, specified in the schedule annexed to this draft notification ("hereinafter referred to as the said scheduled employment") in the whole of State of Gujarat is here by published as required by clause (b) of sub-section (1) of section 5 of the said Act, for the information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration by the Government of Gujarat on or after the expiry of two months from the date of its publication in the *Official Gazette*.

Any objections or suggestions which may be received by the Principal Secretary, Labour and Employment Department, Block No.5, 6th floor, Sachivalaya, Gandhinagar from any person in respect of the said draft notification on or before the expiry of the aforesaid period will be taken into consideration by the Government.

DRAFT NOTIFICATION

No. KHR-74-MWA-102008-302-M(2) : In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (b) of sub-section (1) of section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948 (XI of 1948); and in supersession of the Government Notification, Labour and Employment Department No. KHR/101/MWA/1097/1619/(13) M(2) dated the 25th April, 1997 the Government of Gujarat hereby revises the minimum rates of wages in respect of employees employed in the said scheduled employments in the whole of the state of Gujarat so as to consist of;

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column-2 thereof; and
- (b) a special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that:-

- (i) for the rise of every five points over the cost of living index number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
- (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month;

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in Film Industry including Employment in production, distribution and exhibition of films

SCHEDULE - I

(A) Production of Films (Studios):

Sr. No.	Classes of employees	Rates payable per day (Rs)
1	2	3
I	Class I : Manager, Accountant, Stenographer, sound Attendant, Cameraman or Camera Incharge, Setting Master or Setting Supervisor, Studio incharge, Carpenter, Wireman, in Studio, Painter, Lightman, of Light Attendant.	149.30
II	Class II : Assistant Manager, Assistant Accountant, Assistant sound Attendant, Assistant cameraman or Camera Incharge, Assistant Setting master or setting supervisor, Assistant Studio Incharge, Assistant Carpenter Assistant Painter, Assistant Wireman in Studio, Assistant Lightman or Light Attendant, Store Keeper, Driver, Clerk-Typist, Head Watchman.	143.20

1	2	3
III	Class III Jhadooowala (Sweeper), Gardner, Assistant Watchman, Peon Helper, Labourer.	138.70

SCHEDULE - II**(B) Distribution and Exhibition of Films**

Sr. No.	Classes of Employees	Rates payable per day (Rs.)		
		Zone-I	Zone-II	Zone-III
1	2	3	4	5
I	Class I : Manager, Public Officer or Publicity Manager.	149.30	145.60	140.90
II	Class II : Assistant Manager, Head Operator or Chief Operator or First Operator, Head Air conditioner Operator, Supervisor, Stenographer, Cooling Plant In charge.	146.20	142.40	138.70
III	Class III : Assistant Operator or Second Operator or Third Operator, Assistant Air Conditioning Operator Wireman, Booking Clerk, Carpenter or Tin-smith or Upholsterer, Clerk or Accountant clerk or publicity Assistant, Typist, Oil Engine Driver, Telephone Operator, Car or Van Driver, Cooling Plant In charge, Assistant Cooling Plan In charge.	143.20	139.40	136.30

1	2	3	4	5
IV	Class IV : Painter or Artist, Winder or Rewinder, Cabin Boy or Forth Operator, Store Keeper, Forman, Tent Master, Boor Keeper, Watchman, Liftman.	140.90	137.80	136.30
V	Class V : Oilman, Sweeper, mali (Gardner), Peon, Cycle Stand Boy Messenger, Announcer or Policewala, Cartman or Posterman or Rickshaw Driver, Hand Bill Boy.	138.70	136.30	134.10

SCHEDULE - III

(C) Touring Cinema :

Sr. No.	Classes of Employees	Rates payable per day (Rs.)
1	2	3
I	Class I : Manger, Public Officer or Publicity Manager.	139.40
II	Class II : Assistant Manager, Head Operator or chief Operator or First Operator, Head Air Conditioner Operator, Supervisor, Stenographer, Cooling Plant Incharge.	137.10

1	2	3
III	Class III : Assistant Operator or second Operator or Third Operator, Assistant Air Conditioning Operator, Wireman, Booking Clerk, Car-painter or Tin-smith or Upholsterer, Clerk or Accountant Clerk or Publicity Assistant, Typist, Oil Engine Driver, Telephone Operator, Car or Van Driver, Cooling Plant Incharge, Assistant Cooling Plan Incharge.	135.40
IV	Class IV : Painter or Artist, Winder or Rewinder, Cabin Boy or Fourth Operator, Store Keeper, Forman, Tent Master, Door Keeper, Watchman, Liftman.	132.30
V	Class V : Oilman, Sweeper, Mali (Gardner), Peon, Cycle Stand Boy Messenger, Announcer or Policewala, Cartman or Posterman or Rickshaw Driver, Hand bill boy.	132.60

Explanation for the purpose of this notification :-

- (1) In respect of the employees in the production of the films (Studio) covered under schedule-I and Touring Cinema covered under schedule-III, all the areas of the state of Gujarat shall form a single Zone and the rates will be applicable uniformly.
- (2) In respect of the employees employed in the Distribution and exhibition of Films covered under Schedule II, the zones shall be as under :-

- (a) Zone I shall comprise the areas within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporation Act, 1949 and the areas falling within a peripheral distance of ten kilometers from the aforesaid limits.
 - (b) Zone-II shall comprise the areas within the limits of the towns and cities having a population of one lac and above according to the figures of latest census available and the areas falling within a peripheral distance of five kilometers from the aforesaid limits.
 - (c) Zone-III shall comprise all the areas in the State of Gujarat, other than those not included in Zone-I and Zone-II
- (3) In case of an employee employed on piece rate basis, the minimum rate of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.
 - (4) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.
 - (5) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.
 - (6) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.
 - (7) Male and female employees should be given equal wages for equal work.
 - (8) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,
Deputy Secretary to Government.



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and Gujarat Industrial Relations Act.

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, dated 9th June, 2008.

MINIMUM WAGES ACT, 1948.

No. KHR-75 -MWA-102008-302-M(2):— The following draft of a notification which is proposed to be issued under clause (b) of sub-section (1) of Section 3 read with clause (b) of sub section (1) of Section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948. (XI of 1948) (hereinafter referred to as "the said Act"), for revising the minimum rates of wages payable to the employees employed in the scheduled Employment in Fisheries Industries covered under entry 44 in Part-I of the Schedule to the said

Act, specified in the schedule annexed to this draft notification ("hereinafter referred to as the said scheduled employment") in the whole of State of Gujarat is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act, for the information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration by the Government of Gujarat on or after the expiry of two months from the date of its publication in the *Official Gazette*.

Any objections or suggestions which may be received by the Principal Secretary, Labour and Employment Department, Block No.5, 6th floor, Sachivalaya, Gandhinagar from any person in respect of the said draft notification on or before the expiry of the aforesaid period will be taken into consideration by the Government.

DRAFT NOTIFICATION

No. KHR-75-MWA-102008-302-M(2) : In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (b) of sub-section (1) of section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/102/MWA/1097/1619/(14) M(2) dated the 25th April, 1997 the Government of Gujarat hereby revises the minimum rates of wages in respect of employees employed in the said scheduled employments in the whole of the state of Gujarat so as to consist of;

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column-2 thereof; and
- (b) a special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that:-
 - (i) for the rise of every five points over the cost of living index number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;

- (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month;

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in Fisheries Industries :

Sr. No.	Classes of Employees	Rates payable per day (Rs)
1	2	3
I	Skilled A : Supervisor, Processing Supervisor,	139.40
II	Skilled B : Processing Assistant, Store Boy, Grader	136.60
III	Semi-skilled : Washer, peelers, packers.	135.10
IV	Unskilled : Peon, Watchman, Mazdoor, Helper.	133.70
V	Clerical : Clerk, Typist, Clerk cum typist	136.60

- (1) The entire State shall be treated as one Zone :
- (2) In case of an employee employed on piece rate basis, the minimum rate of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.

- (3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if he works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.
- (4) The employees employed by the contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.
- (5) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.
- (6) Male and female employees should be given equal wages for equal work.
- (7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,

Deputy Secretary to Government.



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and Gujarat Industrial Relations Act.

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, dated 9th June, 2008.

MINIMUM WAGES ACT, 1948.

No. KHR-76 -MWA-102008-302-M(2):- The following draft of a notification which is proposed to be issued under clause (b) of sub-section (1) of Section 3 read with clause (b) of sub section (1) of Section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948. (XI of 1948) (hereinafter referred to as "the said Act"), for revising the minimum rates of wages payable to the employees employed in the scheduled Employment in

forestry and timber operations other than those carried on by a farmer or on a farm as incidental to or in conjunction with farm operations covered under entry 28 in Part-I of the Schedule to the said Act, specified in the schedule annexed to this draft notification ("hereinafter referred to as the said scheduled employment") in the whole of State of Gujarat is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act, for the information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration by the Government of Gujarat on or after the expiry of two months from the date of its publication in the *Official Gazette*.

Any objections or suggestions which may be received by the Principal Secretary, Labour and Employment Department, Block No.5, 6th floor, Sachivalaya, Gandhinagar from any person in respect of the said draft notification on or before the expiry of the aforesaid period will be taken into consideration by the Government.

DRAFT NOTIFICATION

No. KHR-76-MWA-102008-302-M(2) : In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (b) of sub-section (1) of section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/103/MWA/1097/1619/(15) M(2) dated the 25th April, 1997 the Government of Gujarat hereby revises the minimum rates of wages in respect of employees employed in the said scheduled employments in the whole of the state of Gujarat so as to consist of;

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column-2 thereof; and
- (b) a special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that:-

- (i) for the rise of every five points over the cost of living index number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
- (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month;

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in forestry and timber operations other than those carried on by a farmer or on a farm as incidental to or in conjunction with farm operations.

Explanation:

For the purpose of this entry, timer operation shall include the measurement, numbering, falling, sawing, hollowing-cut, sizing and staking of timer and sale of timber.

Sr. no.	Classes of Employees	Rates payable per day (Rs)
1	2	3
I	Skilled : Labour engaged in the Measuring of timber and the Numbering of timer.	134.00
II	Semi-skilled : Labour engaged in the Falling of trees, Fashioning and charcoal manufacture (heatening).	133.60

1	2	3
III	Unskilled : xsLabour engaged in the preparation of rabs, cross cutting, fire tracing, the loading and unloading, the preparation of kacha roads, the preparing mounds, the collection of bamboos, the cutting of bamboos, the preparations of bounderies, a digging of pits and the manufac- turing of charcoal (Workers except Headman), Labour engaged on transport (Vahru karnar) (Wages to be paid at double rate because of the job is done with bullocks.) Mali and watch- man.	132.00

Explanation for the purpose of this notification—

- (1) The entire State shall be treated as one Zone.
- (2) In case of an employee employed on piece rate basis, the minimum rate of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily waghés fixed for the class of employees to which he belongs.
- (3) The University Campus, the Agricultural University Campus and the Cantonment Area shall pay the minimum rates of wages of the scheduled employment of the nearest Zone.
- (4) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.
- (5) The employees employed by the contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.

- (6) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.
- (7) Male and female employees should be given equal wages for equal work.
- (8) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,
Deputy Secretary to Government.



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PART I-L

**Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act.**

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, dated 9th June, 2008.

MINIMUM WAGES ACT, 1948.

No.KHR-77-MWA-102008-302-M(2).:- The following draft of a notification which is proposed to be issued under clause (b) of sub-section (1) of Section 3 read with clause (b) of sub section (1) of Section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948. (XI of 1948) (here in after referred to as "the said Act"), for revising the minimum rates of wages payable to the employees employed in the scheduled Employment in Hosiery Industries

covered under entry 46 in Part-I of the Schedule to the said Act, specified in the schedule annexed to this draft notification ("hereinafter referred to as the said scheduled employment") in the whole of State of Gujarat is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act, for the information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration by the Government of Gujarat on or after the expiry of two months from the date of its publication in the *Official Gazette*.

Any objections or suggestions which may be received by the Principal Secretary, Labour and Employment Department, Block No.5, 6th floor, Sachivalaya, Gandhinagar from any person in respect of the said draft notification on or before the expiry of the aforesaid period will be taken into consideration by the Government.

DRAFT NOTIFICATION

No. KHR-77-MWA-102008-302-M(2) : In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (b) of sub-section (1) of section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/104 /MWA/1097/1619/(16) M(2) dated the 25th April, 1997 the Government of Gujarat hereby revises the minimum rates of wages in respect of employees employed in the said scheduled employments in the whole of the state of Gujarat so as to consist of;

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column-2 thereof ;and
- (b) a special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that:-
 - (i) for the rise of every five points over the cost of living index number

2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;

- (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month;

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in Hosiery Industries :

Sr. No.	Classes of Employees	Rates payable . per day (Rs)	
		Zone - I	Zone - II
1	2	3	4
I	Skilled : Accountant, Supervisor, Salesman, Knitting Master, Mahine Operator, Dyeing Master, Bleaching Master, Printing Master, Chief Boiler Attendant, Chief Wireman, Cutting Master, Mechanic Master, Sticking Master.	139.80	136.90
II.	Semiskilled : Wrapper, Wiver. Knitter, (Sarcular Machine) Asstt. Dyeing Master, Asstt. Bleaching Master, Asstt. Pinting Master, Asstt. Mechanic, Wireman, Shaper Cutter (Machine) Cutter, Overlock Machineman, Flat Machineman, Ironingman, Pressman,	139.80	136.90

1	2	3	4
III.	Unskilled	136.90	134.00
	Peon, Watchman, Sweeper, Helper, Gadikarnar, (Gadiman) Taka Kamar,/ Tankiman, Neck Cutter, Dhagha Cutter, Labller, Box Packer, / Packer.		

Explanation for the purpose of this notification—

- (1) (a) Zone 1 shall comprise the area within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporation Act, 1949 and the areas falling within a peripheral distance of ten kilometers from the aforesaid limits.

(b) Zone-II comprise all the areas in the state of Gujarat other than those included in Zone-I
- (2) In case of an employees employed on piece rate basis, the minimum rate of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.
- (3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.
- (4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong .
- (5) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.

- (6) Male and female employees should be given equal wages for equal work.
- (7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be 75 % of the minimum rates of wages fixed for the class of employees to which he belongs, plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,
Deputy Secretary to Government.

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IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act.

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, dated 9th June, 2008.

MINIMUM WAGES ACT, 1948.

No. KHR-78-MWA-102008-302-M(2):- The following draft of a notification which is proposed to be issued under clause (b) of sub-section (1) of Section 3 read with clause (b) of sub-section (1) of Section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948. (XI of 1948) (hereinafter referred to as "the said Act"), for revising the minimum rates of wages payable to the employees employed in the scheduled Employment in Hospitals and Nursing

Homes covered under entry 30 in Part-I of the Schedule to the said Act, specified in the schedule annexed to this draft notification ("hereinafter referred to as the said scheduled employment") in the whole of the State of Gujarat is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act, for the information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration by the Government of Gujarat on or after the expiry of two months from the date of its publication in the *Official Gazette*.

2. Any objections or suggestions which may be received by the Principal Secretary, Labour and Employment Department, Block No.5, 6th floor, Sachivalaya, Gandhinagar from any person in respect of the said draft notification on or before the expiry of the aforesaid period will be taken into consideration by the Government.

DRAFT NOTIFICATION

No. KHR-78-MWA-102008-302-M(2) : In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (b) of sub-section (1) of section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/ 105/MWA/1097/1619/(17) M(2) dated the 25th April, 1997 the Government of Gujarat hereby revises the minimum rates of wages in respect of employees employed in the said scheduled employments in the whole of the State of Gujarat so as to consist of;

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column-2 thereof ; and
- (b) a special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that:-

- (i) for the rise of every five points over the cost of living index number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
- (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month;

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in Hospitals and Nursing Homes.

Sr. No.	Classes of Employees	Rates payable per day (Rs)	
		Zone - I 3	Zone - II 4
1	2		
I	Class I :	145.00	143.90
	Office Superintendent, Senior Accountant, Head Clerk, Cost Accountant, Store Officer, Senior Officer, Epidemiologist-cum-Sanitary Supervisor, Junior Scientific Assistant, Research Assistant, Stenographer, Senior Electrician, Matron, Ward Sister or Ward Incharge (R.N. and R. M.), Assistant Matron (R.N. and R.M.) Dietician (Post Graduate Qualification), Sister Tutor, Public health nurse(P.H.N.Diploma Holder), Laboratory Technicians (Educational Qualification Graduate and Trained)		

1	2	3	4
II	Class II : Assistant Store keeper, Senior Technical Assistant, Electrician Mechanic, Chemical Assistant , Bacteriological Assistant, Medical Social Worker, Public Health Nurse, Clerk-typist, Steward, Laboratory Technician, Steno-typist, Store Inspector, Dietician, Treatment, Organiser Nurse/ Nurse Mid -Wife / Staff Nurse, Operation Theatre Nurse, Physiotherapy Technician, Pharmacist, Health Visitor, Compounder, Radiogram Operator, Ward Sister or Ward Incharge, Store keeper.	142.10	140.60
III	Class III : Auxiliary Nurse / Mid-Wife, Laboratory Assistant, Tailor, Washerman (Dhobi), Barber, Driver, Obstratician (Trained), Telephone Operator, Dresser, Theatre Assistant, X Ray Assistant.	139.40	138.00
IV	Class IV : Nayak, Cleaner, Ward Boy, Record Keeper, (Daftari), Gardner, Laboratory Assistant, Ayah, Scavenger, Metrani, Kitchen Assistant, Chowkidar, Theatre Attendant, Telephone Attendant, X Ray Peon, Stracher bearer, Mazdoor, Post Mortem Poen, Messman, Peon, Laboratory Peon, Cook, Liftman.	136.30	135.10

Explantation for the purpose of this Notification -

- (1) (a) Zone 1 shall comprise the area within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporation Act, 1949 and the areas falling within a peripheral distance of 10 kilometers from the aforesaid limits.

(b) Zone-II comprise all the areas in the state of Gujarat other than those included in Zone-I

- (2) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily waghes fixed for the class of employees to which he belongs.
- (3) The University Campus, the Agricultural University Campus and the Cantonment Area shall pay the minimum rates of wages of the scheduled employment of the nearest Zone.
- (4) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.
- (5) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.
- (6) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.
- (7) Male and female employees should be given equal wages for equal work.
- (8) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,
Deputy Secretary to Government.

EXTRA No. 27/17

POSTAL REGISTRATION
No. VDR-E/14/2006-2008



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IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act.

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, dated 9th June, 2008.

MINIMUM WAGES ACT, 1948.

No. KHR-79 -MWA-102008-302-M(2) :- The following draft of a notification which is proposed to be issued under clause (b) of sub-section (1) of Section 3 read with clause (b) of sub-section (1) of Section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948. (XI of 1948) (hereinafter referred to as "the said Act"), for revising the minimum rates of wages payable to the employees employed in the scheduled Employment in

I-L-Extra—27/17

27/17-1

Industrial Engineering establishments (other than automobiles repairing Workshops and Garages) Employing less than 50 workers covered under entry 39 in Part-I of the Schedule to the said Act, specified in the schedule annexed to this draft notification ("hereinafter referred to as the said scheduled employment") in the whole of the State of Gujarat is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act, for the information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration by the Government of Gujarat on or after the expiry of two months from the date of its publication in the *Official Gazette*.

Any objections or suggestions which may be received by the Principal Secretary, Labour and Employment Department, Block No.5, 6th floor, Sachivalaya, Gandhinagar from any person in respect of the said draft notification on or before the expiry of the aforesaid period will be taken into consideration by the Government.

DRAFT NOTIFICATION

No. KHR-79-MWA-102008-302-M(2) : In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (b) of sub-section (1) of section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/106/MWA/1097/1619/(18) M(2) dated the 25th April, 1997 the Government of Gujarat hereby revises the minimum rates of wages in respect of employees employed in the said scheduled employments in the whole of the State of Gujarat so as to consist of;

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column-2 thereof ;and
- (b) a special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that;-

- (i) for the rise of every five points over the cost of living index number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
- (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month;

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in Industrial Engineering establishments (other than automobiles repairing Workshops and Garages) Employing less than 50 workers.

Sr. No. 1	Classes of Employees 2	Rates payable per day (Rs.)		
		Zone-I 3	Zone-II 4	Zone-III 5
I	Skilled A	141.30	140.50	139.80
II	Skilled B	138.40	137.60	136.90
III	Semi-skilled	136.20	135.50	134.70
IV	Unskilled	135.10	134.40	133.60
V	Office Staff	138.40	137.40	136.60

Explanation for the purpose of this notification -

- (1) (a) Zone I shall comprise the areas within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporation Act, 1949 and the areas falling within a peripheral distance of ten kilometers from the aforesaid limits.

(b) Zone-II shall comprise the areas within the limits of the towns and cities having a population of one lac and above according to the figures of latest census available and the areas falling within a peripheral distance of five kilometers from the aforesaid limits.

(c) Zone-III shall comprise all the areas in the state of Gujarat, other than those not included in Zone-I and Zone-II

(2) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.

(3) The University Campus, the Agricultural University Campus and the Cantonment Area shall pay the Minimum rates of wages of the scheduled employment of the nearest Zone.

(4) The workers employed on part-time basis shall be paid 50 per cent of the minimum rates of wages plus special allowance, if they work upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

(5) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong.

(6) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.

(7) Male and female employees should be given equal wages for equal work.

(8) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs, plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,

Deputy Secretary to Government.



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and Gujarat Industrial Relations Act.

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, dated 9th June, 2008.

MINIMUM WAGES ACT, 1948.

No.KHR-80-MWA-102008-302-M(2):- The following draft of a notification which is proposed to be issued under clause (b) of sub-section (1) of Section 3 read with clause (b) of sub section (1) of Section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948. (XI of 1948) (hereinafter referred to as "the said Act"), for revising the minimum rates of wages payable to the employees employed in the scheduled Employment in Industrial Engineering Establishments (other than automobiles repairing workshops and garages)

employing fifty or more workers engaged in the manufacture of shioning, reconditioning, assemblies or repair of goods or articles of iron, steel and non-ferrous metals or alloys by the use of any machine, or tools, including foundries, forging plants and extrusion plants which produce for manufacturing, assembling and repairing establishments and workshops covered under entry 51 in Part-I of the Schedule to the said Act, specified in the schedule annexed to this draft notification ("hereinafter referred to as the said scheduled employment") in the whole of the State of Gujarat is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act, for the information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration by the Government of Gujarat on or after the expiry of two months from the date of its publication in the *Official Gazette*.

Any objections or suggestions which may be received by the Principal Secretary, Labour and Employment Department, Block No.5, 6th floor, Sachivalaya, Gandhinagar from any person in respect of the said draft notification on or before the expiry of the aforesaid period will be taken into consideration by the Government.

DRAFT NOTIFICATION

No.KHR- 80- MWA-102008-302-M(2) : In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (b) of sub-section (1) of section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No.KHR/107/MWA/1097/1619/(19) M(2) dated the 25th April, 1997 the Government of Gujarat hereby revises the minimum rates of wages in respect of employees employed in the said scheduled employments in the whole of the State of Gujarat so as to consist of;

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column-2 thereof; and
- (b) A special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that:-
 - (i) for the rise of every five points over the cost of living index number 2935 or over any such number which is greater than 2935 applicable

to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;

- (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month;

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in Industrial Engineering Establishments (other than automobiles repairing workshops and agraages) employing fifty or more workers engaged in the manufacture of shioning, reconditioning, assemblies or repair of goods or articles or iron, steel and non-ferrous metals or alloys by the use of any machine, or tools, including foundries, forging plants and extrusion plants which produce for manufacturing, assembling and repairing establishments and workshops.

Sr. No. 1	Classes of Employees 2	Rates payable per day (Rs.)		
		Zone-I 3	Zone-II 4	Zone-III 5
I	Skilled A	141.30	140.50	139.80
II	Skilled B	138.40	137.60	136.90
III	Semi-skilled	136.20	135.50	134.70
IV	Unskilled	135.10	134.40	133.60
V	Office Staff	138.40	137.40	136.60

Explanation for the purpose of this notification -

- (1) (a) Zone I shall comprise the areas within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporation Act, 1949 and the areas falling within a peripheral distance of ten kilometers from the aforesaid limits.
- (b) Zone-II shall comprise the areas within the limits of the towns and cities having a population of one lac and above according to the figures

of latest census available and the areas falling within a peripheral distance of five kilometers from the aforesaid limits.

- (c) Zone-III shall comprise all the areas in the state of Gujarat, other than those not included in Zone-I and Zone-II.
- (2) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.
- (3) The University Campus, the Agricultural University Campus and the Cantonment Area shall pay the Minimum rates of wages of the scheduled employment of the nearest Zone.
- (4) The workers employed on part-time basis shall be paid 50 percent of the minimum rates of wages plus special allowance, if they work upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.
- (5) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong.
- (6) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.
- (7) Male and female employees should be given equal wages for equal work.
- (8) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs, plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,

Deputy Secretary to Government.



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PART I-L

Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act.

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, dated 9th June, 2008.

MINIMUM WAGES ACT, 1948.

No. KHR-81-MWA-102008-302-M(2):- The following draft of a notification which is proposed to be issued under clause (b) of sub-section (1) of Section 3 read with clause (b) of sub section (1) of Section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948. (XI of 1948) (hereinafter referred to as "the said Act"), for revising the minimum rates of wages payable to the employees employed in the scheduled Employment in Jari Industries covered

under entry 20 in Part-I of the Schedule to the said Act, specified in the schedule annexed to this draft notification ("hereinafter referred to as the said scheduled employment") in the whole of State of Gujarat is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act, for the information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration by the Government of Gujarat on or after the expiry of two months from the date of its publication in the *Official Gazette*.

Any objections or suggestions which may be received by the Principal Secretary, Labour and Employment Department, Block No.5, 6th floor, Sachivalaya, Gandhinagar from any person in respect of the said draft notification on or before the expiry of the aforesaid period will be taken into consideration by the Government.

DRAFT NOTIFICATION

No. KHR-81-MWA-102008-302-M(2) :- In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (b) of sub-section (1) of section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/108/MWA/1097/1619/(20) M(2) dated the 25th April, 1997 the Government of Gujarat hereby revises the minimum rates of wages in respect of employees employed in the said scheduled employments in the whole of the State of Gujarat so as to consist of;

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column-2 thereof; and
- (b) special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that;-

- (i) for the rise of every five points over the cost of living index number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
- (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month;

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in Jari Industry.

Sr. No.	Classes of employees	Rates payable . per day (Rs.)	
		Zone -I	Zone - II
1	2	3	4
I Skilled :		139.20	135.20
	Patlawala (a) Gathai bandhanar (b) Haramwala (c) Ustad, Tania (Real and Imitation (a) Ustad (Manager) Trakwala, Kasab Winder (b) Chanadia (b) Badla-Chhap padnar, Tikawala, Tuber Cutter, Chalakwada, Badla Chhap padnar, Wise Chhap padnar, Katoriwala, Kangrawala, Wire chhap padnar, Kundi Gilt, Giltwala, Fitwala and Kinariwala, Fit Weaver and Kinari-weaver, Gilding (Gold and Powder), Gilder, Gotawala Thappawala, Gota and Thappa Weaver, Asarwala, Employees working on twisting Machine, Die Making (a) Nagg Ghasnar, (b) Niddle Ghasnar, (c) Niddle Remover, (d) Nang Padnar, (e) Nang Fitter, (f) Nangar, Ladi Making, Mutawala, Jari Embroidery Workers.		

1.	2	3	4
II Semi-skilled :		136.90	134.00
Patlawala (a) Galner, (b) Tapnar, (c) Drawer on Chapad, (d) Drawer on Gadhedia, Tania (Real and Imitation), Patlawala and Pawalawala, Kasab Winder (a) Winder (Wintwawala), (b) Kasab and Resham Bharavawala, Tikawala, Bungali Tipnar (Hitter), Chalakwala, Chalak Padnar, Kangriwala, Kangri Padnar, Katoriwala, Katori Padnar, Kundi Gilt, Employees doing Miscellaneous Work, Kasab Chhap padnar, Asarwala, Opener and Bharwawala, Die Making, Ladi Making, Ladi Padnar.			
III Unskilled :		134.50	132.90
Pawthawala, Employees doing Miscellaneous Work, Tania (Real and Imitation) (a) Gulla Opener, (b) Employees doing Miscellaneous Work.			

SCHEDULE-II

I Kasab Vintvawala (Winder), Akhadedars.

- (1) Real slender kasab(pure silk and silver) Rs.1018-60 Per Kg. of the material(Badla).
- (2) Imitation Slender kasab (Pure silk and silver Electroplated copper wire) Rs.1019.60 Per Kg. of the material (Badla)
- (3) Real art silk kasab (Real silver and art silk of 75 deniers) Rs. 813.10 Per Kg. of the material (Badla).
- (4) Imitation Kasab (Art silk of 55 deniers and silver electro plated Copper wire of 70 guage) Rs. 613.70 Per Kg. of the material.
- (5) Imitation Kasab (Art silk of 55 deniers and silver electro plated Copper wire of 60 guage) Rs.411.70 Per Kg. of the material.

- (6) Imitation Kasab (Art silk of 75 deniers and silver electroplated Copper wire of 60 guage) Rs.386.10 Per Kg. of the material (Badla).
- (7) Imitation Kasab (Art silk of 75 deniers and silver electroplated Copper wire of 40 guage) Rs. 307.10 Per Kg. of the material (Badla).
- (8) Imitation Kasab (Art silk of 100 deniers and silver electroplated Copper wire of 36 guage) Rs. 274.80 Per Kg. of the material (Badla).
- (9) Cotton Imitation Kasab (cotton yarn of counts 120/2 and 100/2 imitation wire of wire of 36 to 40 guage) Rs.206.10 Per Kg. of the material (Badla).
- (10) Cotton Imitation Kasab (cotton yarn of counts 80/2 and 60/2 imitation wire of 33 to 40 guage) Rs.168.20 Per Kg. of the material (Badla).
- (11) Cotton Imitation Kasab (cotton yarn of counts 60/2 and 40/2 imitation wire of 30 to 28 guage) Rs.136.90 Per Kg. of the material (Badla).
- (12) Cotton Imitation Kasab (cotton yarn of counts 60/3, 40/3 and 30/3 and imitation wire of 24 to 26 guage) Rs. 115.70 Per Kg. of the material (Badla).
- (13) Thick Cotton yarn Kasab imitation wire gauge of 20.or 22, Rs. 79.60 Per Kg. of the material (Badla).

II Imitation wire-Drawer (Tania) Akhadedars.

- (1) For Drawing wire of 80 gauge Rs. 335.50 per Kg. of wire.
- (2) For Drawing wire of 70 gauge Rs. 224.90 per Kg. of wire.
- (3) For Drawing wire of 60 gauge Rs. 150.30 per Kg. of wire.
- (4) For Drawing wire of 50 gauge Rs. 112.40 per Kg. of wire.
- (5) For Drawing wire of 40 gauge Rs. 96.60 per Kg. of wire.
- (6) For Drawing wire of 33.36 gauge Rs. 74.90 per Kg. of wire.
- (7) For Drawing wire of 28.30 gauge Rs. 56.00 per Kg. of wire.
- (8) For Drawing wire of 24.26 gauge Rs. 48.30 per Kg. of wire.
- (9) For Drawing wire of 18.22 gauge Rs. 41.30 per Kg. of wire.

SCHEDULE-III

The special allowance to Akhadedar shall be paid at the following rates :

II Imitation wire -Drawer (Tania) Akhadedars.

- (1) For Drawing wire of 80 gauge Rs. 2-90 per Kg. of wire.
- (2) For Drawing wire of 70 gauge Rs. 1-80 per Kg. of wire.
- (3) For Drawing wire of 60 gauge Rs. 1-80 per Kg. of wire.
- (4) For Drawing wire of 50 gauge Rs. 1-80 per Kg. of wire.
- (5) For Drawing wire of 40 gauge Rs. 0-90 per Kg. of wire.
- (6) For Drawing wire of 33.36 gauge Rs. 0-50 per Kg. of wire.
- (7) For Drawing wire of 28.30 gauge Rs. 0-50 per Kg. of wire.
- (8) For Drawing wire of 24.26 gauge Rs. 0-50 per Kg. of wire.
- (9) For Drawing wire of 18.22 gauge Rs. 0-50 per Kg. of wire.

Explanation for the purpose of this Notification -

(1) (a) Zone I shall comprise the area within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporation Act, 1949 and the areas falling within a peripheral distance of 10 kilometers from the aforesaid limits.

(b) Zone-II comprise all the areas in the State of Gujarat other than those included in Zone-I.

(2) In case of an employee employed on piece rate basis, the minimum rate of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.

(3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if he works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

(4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.

(5) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.

(6) Male and female employees should be given equal wages for equal work.

(7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,

Deputy Secretary to Government.

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PART I-L

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IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act.

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, dated 9th June, 2008.

MINIMUM WAGES ACT, 1948.

No.KHR-82-MWA-102008-302-M(2):- The following draft of a notification which is proposed to be issued under clause (b) of sub-section (1) of Section 3 read with clause (b) of sub section (1) of Section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948. (XI of 1948) (hereinafter referred to as "the said Act"), for revising the minimum rates of wages payable to the employees employed in the scheduled Employment in

Khandsary Industry covered under entry 42 in Part-I of the Schedule to the said Act, specified in the schedule annexed to this draft notification ("hereinafter referred to as the said scheduled employment") in the whole of the State of Gujarat is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act, for the information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration by the Government of Gujarat on or after the expiry of two months from the date of its publication in the *Official Gazette*.

Any objections or suggestions which may be received by the Principal Secretary, Labour and Employment Department, Block No.5, 6th floor, Sachivalaya, Gandhinagar, from any person in respect of the said draft notification on or before the expiry of the aforesaid period will be taken into consideration by the Government.

DRAFT NOTIFICATION

No. KHR- 82- MWA-102008-302-M(2) : In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (b) of sub-section (1) of section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/109/MWA/1097/1619/(21) M(2) dated the 25th April, 1997 the Government of Gujarat hereby revises the minimum rates of wages in respect of employees employed in the said scheduled employments in the whole of the State of Gujarat so as to consist of;

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column-2 thereof; and
- (b) A special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that;
 - (i) for the rise of every five points over the cost of living index number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;

- (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month;

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in Khandsary Industry :

Sr. No.	Class of employees	Rates payable : per day (Rs)	
		Zone -I 3	Zone - II 4
1	2		
	I Skilled :		136.90
	Foreman, Mechanical Supervisor, Mistry, Mechanic, Chemist, Cane Crusher Driver, Mechanic Driver, Settingmen, Welder, Electrician, Carpenter, Blacksmith, Turner, Bhatti repairer, Fitter, Pumpmen.		
	II Semi-skilled :		134.70
	Fieldman, Sulpherman, Sulperation, Sulpheo Dayaction Mat, Patti Karaguard and Cutting, Oilman, Assistant, Mechanic, Karegaer, Bag Filler, Pump Attendant, Sentrifuming, Fireman.		
	III Unskilled :		133.30
	Helper, Mazdoor, Cane Carriers, Removing Bagges, Firewood Grinder, Canefider, Bag Filler.		
	IV Office Staff-Manager.		147.90
	Accountant, Purchaser, Cashier, Time Keeper, Clerk, Clerk cum Typist		136.70

Explantation for the purpose of this Notification :-

- (1) The entire State shall be treated as one Zone.
- (2) In case of an employee employed on piece rate basis, the minimum rate of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.
- (3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if he works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.
- (4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong.
- (5) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.
- (6) Male and female employees should be given equal wages for equal work.
- (7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,

Deputy Secretary to Government.



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IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act.

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya Gandhinagar, dated 9th June, 2008.

MINIMUM WAGES ACT, 1948 :

No.KHR-83-MWA-102008-302-M(2):- The following draft of a notification which is proposed to be issued under clause (b) of sub-section (1) of Section 3 read with clause (b) of sub section (1) of Section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948. (XI of 1948) (hereinafter referred to as "the said Act"), for revising the minimum rates of wages payable to the employees employed in the scheduled Employment under local authority Employment of any Municipal Corporation constituted under the

Bombay Provincial Municipal Corporations Act, 1949 (Act No. LIX of 1949) covered under entry 6 in Part-I of the Schedule to the said Act, specified in the schedule annexed to this draft notification ("hereinafter referred to as the said scheduled employment") in the whole of the State of Gujarat is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act, for the information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration by the Government of Gujarat on or after the expiry of two months from the date of its publication in the *Official Gazette*.

Any objections or suggestions which may be received by the Principal Secretary, Labour and Employment Department, Block No.5, 6th floor, Sachivalaya, Gandhinagar from any person in respect of the said draft notification on or before the expiry of the aforesaid period will be taken into consideration by the Government.

DRAFT NOTIFICATION

No. KHR-83-MWA-102008-302-M(2) : In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (b) of sub-section (1) of section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/110/MWA/1097/1619/(22-A) M(2) dated the 25th April, 1997 the Government of Gujarat hereby revises the minimum rates of wages in respect of employees employed in the said scheduled employments in the whole of the State of Gujarat so as to consist of;

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column-2 thereof; and
- (b) a special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that:-
 - (i) for the rise of every five points over the cost of living index number

2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;

- (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month;

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment under any Local Authority

Employment of any Municipal Corporation constituted under the Bombay Provincial Municipal Corporations Act, 1949
(Act No. LIX of 1949.)

Sr. No.	Class of employees	Rates payable . by the day (Rs.)
1	2	3
I	Skilled :	140.20
	Ambulance Driver, Armature Winder, Blacksmith, Boiler Attendant, Boiler Maker and Rivetter, Carpenter, Bus Driver, Compounder, Driller, Driver, Electrician, Engine Driver, Farrier, Fitter, Foreman, Gas and Electric Welder, Gauge Repairer, Head Mechanical Foreman, Inspector (Electrical), Laboratory Assistant, Logo Driver, Machine Operator, Mistry, Mascon, Mechanic, Mechanical Foreman, Mechanic and Electrician, Midwife, Motor Inspector, Motor Driver, Motor Trolley Driver, Nurse. Operator, Pattern Maker, Radiogram Operator, Rent Collector, Sanitary Inspector, Staff Nurse,	

1

2

3

Steem Boiler Driver, Supervisor (Road Roller), Tailor, Telephone Operator, Theatre Attendant, Turner, Trained Dai, Vaccinator, Ward Inspector and / or Motor Inspector, Welder, Wireman, Assistant Starter, Candidate, Ticket Examiner and Inspector, Controller Hand, Controller Hand Assistant, Driver Crane, Electrical Motor Mechanic Grade I, Mechanical Electrical Meter Grade III, Inspector, Mechanical Cycle, Moulder Assistant, Polisher, Regulator 'A' Class, Sawyer Machines, Supervisor Driving, Kinsmen Grade I and II, Tinsman Assistant, Turner Machinist, Wagon Hand Assistant, Winder Armature Assistant.

II Semi-skilled :

138.70

Barber, Basket Maker, Bouquet Maker, Camel Keeper, Camp Master, Cart Driver, Chavivala, Cleaner, Cook, Cook's Mate, Death Registration Peon, Depot Mukadam, Dhobi, Disinfecting Labourer, Dog Catcher, Drainage Assistant, Fireman Assistant, Fireman, Fireman (Fire Brigade Department), Head Butler, Head Chavivala, Headman, Head man, Head Mali, Head Servant (Operation Theatre), Keeper for Elephant (Mahavat), Label Writer, Lamp Lighter Liftman, Light Burner, Lighting Servant, Lighting Supervisor, Lineman, Male Nurse, Messenger, (with cycle), Messman Meter Reader, Money tester, Mochis, Mortuary attendant or morgue attendant, Motor attendant, Nawghani, Nawghani Mukadam, Nuisance Jamadar, . number taking motor inspector, Oiler and Greaser, Oilman, Painter, Painting Foreman, Park Keeper, Pate, Plumber, Propagator, Pump Attendant, Pumpman, Sarang, Scarirs (Mukadam) Sluiceman, Stable Mukadam, Store Mukadam, Tapkar, Telephone

1

2

3

Attendant, Time Keeper, Tundals or Tandels, Turn Cock (For Brigade Department), Ward Assistant, Yard for Elephant, Yard Mukadam, Zoo Assistant, Clearner Chowkey, Conductor, (Tram), Driver (Tram) Driver (Wagon), Electrical Motor Mechanic Grade I, Flagman, Furnaceman, Fuseman, Greser, Inspector, Meter, Jointer Improver, Lointer male, Lighter and Cleaner, Mashall Pointman, Meter Inspector Grade II, Car Washer Mukadam, (Mukadam Cleaner), Mukadam Road, Mukadam Poleman, Tester Meter, Tram "C" Class District Starter, Tram Traffic "C" class Regulator, Wireman Assistant, Head Cook (Canteen), Assistant Cook(canteen).

III Unskilled :

136.30

Ambulance Bearer, Ambulance Labourer, Ambulance Man, Animal Keeper, Armed Guard, Assistant Iceman, Attendant for supplying water to the staff, Ayah, Bhhisti, Blegari, Blegari (Unloading), Boy, Buring Ground Attendant, Butler, Camp Attendant, Camp Remoshi, Care Taker, Constable, Custodian, Cycle Boy, Darwan, Dispensary Boy, Dresser, Dust-bin Stand Cleaner, Female Ward Attendant, Gangman, Gate Watchman, Grave Digger, Hamal, Havaladar, Head Mukadam, Iceman (Mortuary Attendant), Inspection Bungalow Keeper, Kamgar, Kamgar for Ground and for Road, Kitchen Attendant, Laboratory Attendant, Laboratory Labourer, Labourer Servant, Laboratory Boy, Marking Hamal, Mali, Mess Attendant, Mess Servant, Male Coolie, Museum Attendant, Naik, Naka Sepoy, Motor Loader, Night Maid, Night Watchman, Octroi Pagi, Pantry Boy, Peon, Petrol Labourer, Plunger Man, Pointsman and watchman, Porter, Post

1

2

3

Morterm Attendant, Ramoshi, Rat Bigari, Registration Attendant, Report Bearer, Road Repairer, Sanitary Peon, Servant, Stable Bigari (Man), Stable Bigari (Women), Staff Havaladar, Store Attendant, Store Boy, Store Chowkidar, Store Labourer, Street Boy, Stretcher Bearer, Student Nurses, Table Boy, Tank Keeper, Telephone Boy, Ward Attendant, Trolyman, Watch and Ward Peon, Watchman, Water Carrier, Water men, Water Women, Ward Boy, Canteen Boy, Ghatty, Hammerman, Head Hamal, Head Sepoy, Mukadam Freight Wagon, Mukadam Mainns, Office Coolie, Poleman, Road Boroom Maker, Sepoy Signalman, Watchman Permanent Way.

IV Clerical Staff—Matriculate :
Non-Matriculate :

141.10

140.20

Assistant Clerk, Clerk, Despatch Assistant, Draftsman, Stenographer, Record Assistant, Record keeper, Tracer, Typist, Secretary, Cashier and Accountant, Octroi inspector, Octroi Nakadar, Octroi Clerk, General Inspector, Sanitary Inspector, Assistant Sanitary Inspector, Clerk or R.D.C. Shop Clerk, Assistant Clerk, Market Recovery Clerk, Market Vasulat Clerk, General Clerk, Collection Clerk, Typist Clerk, Cattle Pound Keeper, Head Clerk, Naka Clerk, Naka Inspector, Library Clerk, and Assistant and Inspector (Market), Mustering Karkun, Profession Tax Clerk, Profession Tax Inspector (Non Qualified), Road Karkun, Clerk Grade 6, Bill Collector Grade I and II, Tabulator, Ticket Box Filler, Sorter, Shop Recorder B Class Traffic Regulator, District Starter, Ticket Examiner, Canteen Assistant.

1	2	3
V Teachers :		
Class-A : Junior Trained Teachers		139.20
Class-B : Voluntary Teachers		136.30
VI Conservancy Staff :		
Sweeper, Scavenger,		137.80

Explanation :-

The minimum rates of wages for employees of the said scheduled employment employed in public motor transport or on the the Construction or maintenance of roads, or in building operations or in stone breaking or stone crushing, shall be the same as those fixed for employment in public motor transport or employment in the construction or maintenance or roads of in building operations or employment or in Stone breaking or stone crushing if the case may be.

Explanation for the purpose of this notification :-

(1) In case of an employee employed on piece rate basis, the minimum rate of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.

(2) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

(3) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong.

(4) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.

(5) Male and female employees should be given equal wages for equal work.

(6) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,
Deputy Secretary to Government.

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PART I-L

Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act.

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, dated 9th June, 2008.

MINIMUM WAGES ACT, 1948.

No.KHR- 84 -MWA-102008-302-M(2):- The following draft of a notification which is proposed to be issued under clause (b) of sub-section (1) of Section 3 read with clause (b) of sub section (1) of Section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948. (XI of 1948) (hereinafter referred to as "the said Act"), for revising the minimum rates of wages payable to the employees employed in the scheduled Employments

under any Local Authority in Municipality or Nagar Panchayat constituted under the Gujarat Municipalities Act, 1963 (Gujarat Act No. XXXIV of 1964) and the Gujarat Panchayat Act, 1993 (Gujarat Act No.18 of 1993) covered under entry 6 in Part-I of the Schedule to the said Act, specified in the schedule annexed to this draft notification ("hereinafter referred to as the said scheduled employment") in the whole of State of Gujarat is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act, for the information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration by the Government of Gujarat on or after the expiry of two months from the date of its publication in the *Official Gazette*.

Any objections or suggestions which may be received by the Principal Secretary, Labour and Employment Department, Block No.5, 6th floor, Sachivalaya, Gandhinagar from any person in respect of the said draft notification on or before the expiry of the aforesaid period will be taken into consideration by the Government.

DRAFT NOTIFICATION

No.KHR-84-MWA-102008-302-M(2) : In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (b) of sub-section (1) of section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No.KHR/111/MWA/1097/1619/(22-B) M(2) dated the 25th April, 1997 the Government of Gujarat hereby revises the minimum rates of wages in respect of employees employed in the said scheduled employments in the whole of the State of Gujarat so as to consist of;

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column-2 thereof; and
- (b) A special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that:-

- (i) for the rise of every five points over the cost of living index number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
- (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month;

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment under any Local Authority in Municipality or Nagar Panchayat constituted under the Gujarat Municipalities Act, 1993 (Gujarat Act No. XXXIV of 1964) and the Gujarat Panchayat Act, 1993 (Gujarat Act No. 18 of 1993).

Sr. No.	Classes of employees	Rates payable . by the day (Rs)		
		Zone -I	Zone - II	Zone-III
1	2	3	4	5
I	Skilled : Ambulance Driver, Armature Winder, Blacksmith, Boiler Attendant, Boiler Maker and Rivetter, Carpenter, Bus Driver, Compounder, Driller, Driver, Electrician, Engine Driver, Farrier, Fitter, Foreman, Gas and Electric Welder, Gauge Repairer, Head Mechanical Foreman, Inspector (Electrical), Laboratory Assistant, Logo Driver, Machine Operator, Mistry, Mason, Mechanic, Mechanical Foreman, Mechanic and Electrician, Midwife, Motor Inspector, Motor Driver, Motor	140.20	139.20	138.40

1	2	3	4	5
	Trolly Driver, Nurse Operator, Pattern Maker, Radiogram Operator, Rent Collector, Sanitary Inspector, Staff Nurse, Steem Boiler Driver, Supervisor (Road Roller), Tailor, Telephone Operator, Theatre Attendant, Turner, Trained Dai, Vaccinator, Ward Inspector and / or Motor Inspector, Welder, Wireman, Assistant Starter, Candidate, Ticket Examiner and Inspector, Controller Hand Assistant, Driver Crane, Electrical Motor Machine Grade-I, Mechanical Electrical Meter Grade-III, Inspector, Mechanic Cycle, Modular Assistant, Polisher, Regulator a class, Sawyer Machines, Supervisor, Driving, Tinsmen Grade-I and II, Tinsman Assistant, Turner, Machinist, Wagon Hand Assistant, Winder Armature Assistant.			
II	Semi-skilled :	138.70	137.80	136.90
	Barber, Basket marker, Bouquet marker, Camel keeper, Camp master, Cart Driver, Chavivala, Cleaner, Cook, Cook's mate, Death Registration Feon, Depot Mukadam, Dhobi, Disinfecting Labourer, Dog Catcher, Drainage Assistant, Fireman Assistant, Fireman, Fireman (Fire Brigade Department), Head Butler, Head Chavivala, Headman, Head man, Head Mali, Head Servant (Operation Theatre), Keeper for Elephant (Mahavat), Label Writer, Lamp Lighter Liftman, Light Burner, Lighting Servant, Lighting Supervisor, Lineman, Male Nurse, Messenger,			

1	2	3	4	5
	(with cycle), Messman, Meter Reader, Money tester, Mochis, Mortuary attendant or morgue attendant, Motor attendant, Nawghani, Nawghani Mukadam, Nuisance Jamadar, number taking motor inspector, Oiler and Greaser, Oilman, Painter, Painting Foreman, Park Keeper, Pate, Plumber, Propagator, Pump Attendant, Pumpman, Sarang, Scarirs (Mukadam) Sluiceman, Stable Mukadam, Store Mukadam, Tapkar, Telephone Attendant, Time Keeper, Tundals or Tandels, Turn Cock (For Brigade Department), Ward Assistant, Yard for Elephant, Yard Mukadam, Zoo Assistant, Clearner Chowkey, Conductor, (Tram), Driver (Tram) Driver (Wagon), Electrical Motor Mechanic Grade I, Flagman, Furnaceman, Fuseman, Greser, Inspector, Meter, Jointer Improver, Lointer male, Lighter and Cleaner, Mashall Pointman, Meter Inspector Grade II, Car mmmWasher Mukadam, (Mukadam Cleaner), Mukadam Road, Mukadam Poleman, Tester Meter, Tram "C" Class District Starter, Tram Traffic "C" class Regulator, Wireman Assistant, Head Cook (Canteen), Assistant Cook (Canteen).			
III	Unskilled :	136.30	135.50	134.50
	Ambulance Bearer, Ambulance Labourer, Ambulance Man, Animal Keeper, Armed Guard, Assistant Iceman, Attendant for supplying water to the staff, Ayah, Bhhisti, Blagari, Blegari (Unloading), Boy, Buring Ground Attendant, Butler,			

1

2

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4

5

Camp Attendant, Camp Remoshi,
 Care Taker, Constable, Custodian,
 Cycle Boy, Darwan, Dispensary
 Boy, Dresser, Dust-bin Stand
 Cleaner, Female Ward Attendant,
 Gangman, Gate Watchman, Grave
 Digger, Hamal, Havaladar, Head
 Mukadam, Iceman (Mortuary
 Attendant), Inspection Bungalow
 Keeper, Kamgar, Kamgar for
 Ground and for Road, Kitchen
 Attendant, Laboratory Attendant,
 Laboratory Labourer, Labourer
 Servant, Laboratory Boy, Marking
 Haman, Mali, Mess Attendant, Mess
 Servant, Male Coolie, Museum
 Attendant, Naik, Naka Sepoy, Motor
 Loader, Night Maid, Night
 Watchman, Octroi Pagi, Pantry Boy,
 Peon, Petrol Labourer, Plunger Man,
 Pointsman and watchman, Porter,
 Post Mortem Attendant, Ramoshi,
 Rat Bigari, Registration Attendant,
 Report Bearer, Road Repairer,
 Sanitary Peon, Servant, Stable Bigari
 (Man), Stable Bigari (Women), Staff
 Havaladar, Store Attendant, Store
 Boy, Store Chowkidar, Store
 Labourer, Street Boy, Stretcher
 Bearer, Student Nurses, Table Boy,
 Tank Keeper, Telephone Boy, Ward
 Attendant, Trolyman, Watch and
 Ward Peon, Watchman, Water
 Carrier, Water men, Water Women,
 Ward Boy, Canteen Boy, Ghatty,
 Hammerman, Head Ramal, Head
 Sepoy, Mukadam Freight Wagon,
 mukadam Mainns, Office Coolie,
 Poleman, Road Boroom Maker,
 Sepoy Signalman, Watchman
 Permanet Way.

1	2	3	4	5
IV	Clerical Staff :			
	Matriculate :	141.00	139.50	138.70
	Non-Matriculate :	140.20	138.70	137.80
	Assistant Clerk, Clerk, Despatch Assistant, Draftsman, Stenographer, Record Assistant, Record Keeper, Tracer, Typist Secretary, Cashier and Accountant, Octroi Inspector, Octroi Nakadar, Octroi Clerk, General Inspector, Sanitary Inspector, Assistant Sanitary Inspector, Clerk or R.D.C. Shop Clerk, Assistant Clerk, Market Recovery Clerk, Market Vasulat Clerk, General Clerk, Collection Clerk, Typist Clerk, Cattle Pound Keeper, Head Clerk, Naka Clerk, Naka Inspector, Library Clerk, and Assistant and Inspector, Market, Mustering Karkun, Profession Tax Clerk, Profession Tax Inspector (Non Qualified), Road Karkun, Clerk Grade 6, Bill Collector Grade I and II, Tabulator, Ticket Box Filler, Sorter, Shop Recorder B Class, Traffic Regulator, District Starter, Ticket Examiner, Canteen Assistant.			
V	Teachers :			
	Class-A : Junior Trained Teachers	139.20	139.20	139.20
	Class-B : Voluntary Teachers	136.30	136.30	136.30
VI	Conservancy Staff :	137.80	136.30	135.50
	Sweeper, Scavenger.			

Explanation:-

The minimum rates of wages for employees of the said scheduled employment employed in public motor transport or on the the Construction or maintenance of roads, or in building operations or in stone breaking or stone crushing,

shall be the same as those fixed for employment in public motor transport or employment in the construction or maintenance of roads or in building operations or employment or in Stone breaking or stone crushing if the case may be.

Explanation for the purpose of this Notification

(1) (a) Zone I shall comprise the area within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporation Act, 1949 and the areas falling within a peripheral distance of 10 kilometers from the aforesaid limits.

(b) Zone-II comprise all the areas in the State of Gujarat other than those included in Zone-I

(2) In case of an employee employed on piece rate basis, the minimum rate of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.

(3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if he works up to four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

(4) The employees employed by the contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.

(5) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.

(6) Male and female employees should be given equal wages for equal work.

(7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,
Deputy Secretary to Government.

EXTRA No. 27/23

POSTAL REGISTRATION
No. VDR-E/14/2006-2008



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PART I-L

Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act.

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya Gandhinagar, dated 9th June, 2008.

MINIMUM WAGES ACT, 1948 :

No.KHR-85-MWA-102008-302-M(2):-- The following draft of a notification which is proposed to be issued under clause (b) of sub-section (1) of Section 3 read with clause (b) of sub section (1) of Section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948. (XI of 1948) (hereinafter referred to as "the said Act"), for revising the minimum rates of wages payable to the employees employed in the scheduled employments under any Local authority in Gram Panchayat constituted under the Gujarat

Panchayat Act, 1993. (Gujarat Act No. 18 of 1993) covered under entry 6 in Part-I of the Schedule to the said Act, specified in the schedule annexed to this draft notification ("hereinafter referred to as the said scheduled employment") in the whole of State of Gujarat is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act, for the information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration by the Government of Gujarat on or after the expiry of two months from the date of its publication in the *Official Gazette*.

Any objections or suggestions which may be received by the Principal Secretary, Labour and Employment Department, Block No.5, 6th floor, Sachivalaya, Gandhinagar from any person in respect of the said draft notification on or before the expiry of the aforesaid period will be taken into consideration by the Government.

DRAFT NOTIFICATION

No.KHR-85-MWA-102008-302-M(2): In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (b) of sub-section (1) of section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No.KHR/112/MWA/1097/1619/(22-C) M(2) dated the 25th April, 1997 the Government of Gujarat hereby revises the minimum rates of wages in respect of employees employed in the said scheduled employments in the whole of the State of Gujarat so as to consist of;

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column-2 thereof; and
- (b)a special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that:-

- (i) for the rise of every five points over the cost of living index number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs .0.20 paise per day or Rs. 5.20 paise per month;
- (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs. 0.20 paise per day or Rs.5.20 paise per month;

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment under any Local authority Gram Panchayat constituted under the Gujarat Panchayat Act, 1993. (Gujarat Act No.18 of 1993).

Sr. No.	Classes of employees	Rates payable per day (Rs.)
1	2	3
I Skilled :		137.80
	Ambulance Driver, Armature Winder, Blacksmith, Boiler Attendant, Boiler Maker and Rivetter, Carpenter, Bus Driver, Compounder, Driller, Driver, Electrician, Engine Driver, Farrier, Fitter, Foreman, Gas and Electric Welder, Gauge Repairer, Head Mechanical Foreman, Inspector (Electrical), Laboratory Assistant, Logo Driver, Machine Operator, Mistry, Mason, Mechanic, Mechanical Foreman, Mechanic and Electrician, Midwife, Motor Inspector, Motor Driver, Motor Trolley Driver, Nurse, Operator, Pattern Marker, Radio Gram Operator, Rent Collector, Sanitary Inspector, Staff Nurse, Steem Boiler Driver,	

1

2

3

Supervisor (Road Roller), Tailor, Telephone Operator, Theatre Attendant, Turner, Trained Dai, Vaccinator, Ward Inspector and / or Motor Inspector, Welder, Wireman, Assistant Starter, Candidate, Ticket Examiner and Inspector, Controller Hand, Controller Hand Assistant, Driver Crane, Electrical Motor Mechanic Grade I, Mechanical Electrical Meter Grade III, Inspector, Mechanical Cycle, Moulder Assistant, Polisher, Regulator 'A' Class, Sawyer Machine, Supervisor Driving, Tinsmen Grade I and II, Tinsman Assistant, Turner Machinist, Wagon Hand Assistant, Winder Armature Assistant.

II Semi-Skilled :

136.30

Barber, Basket marker, Bouquet marker, Camel keeper, Camp master, Cart Driver, Chavivala, Cleaner, Cook, Cook's mate, Death Registration Peon, Depot Mukadam, Dhobi, Disinfecting Labourer, Dog Catcher, Drainage Assistant, Fireman Assistant, Fireman, Fireman (Fire Brigade Department), Head Butler, Head Chavivala, Headman, Head man, Head Mali, Head Servant (Operation Theatre), Keeper for Elephant (Mahavat), Label Writer, Lamp Lighter Liftman, Light Burner, Lighting Servant, Lighting Supervisor, Lineman, Male Nurse, Messenger, (with cycle), Messman Meter Reader, Money tester, Mochis, Mortuary attendant or morgue attendant, Motor attendant, Nawghani, Nawghani Mukadam, Nuisance Jamadar, number taking motor inspector, Oiler and Greaser, Oilman, Painter, Painting Foreman, Park Keeper, Pate, Plumber, Propagator, Pump Attendant, Pumpman, Sarang, Scarirs (Mukadam) Sluiceman, Stable Mukadam, Store

1

2

3

Mukadam, Tapkar, Telephone Attendant, Time Keeper, Tundals or Tandels, Turn Cock (For Brigade Department), Ward Assistant, Yard for Elephant, Yard Mukadam, Zoo Assistant, Clearner Chowkey, Conductor, (Tram), Driver (Tram) Driver (Wagon), Electrical Motor Mechanic Grade I, Flagman, Furnaceman, Fuseman, Greser, Inspector, Meter Jointer, Improver, Jointer Mate, Lighter and Cleaner, Mashali Pointman, Meter Inspector Grade II, Car Washer Mukadam, (Mukadam Cleaner), Mukadam Road, Mukadam Poleman, Tester Meter, Tram "C" Class District Starter, Tram Traffic "C" class Regulator, Wireman Assistant, Head Cook (Canteen), Assistant Cook (Canteen).

III Unskilled :

134.00

Ambulance Bearer, Ambulance Labourer, Ambulance Man, Animal Keeper, Armed Guard, Assistant Iceman, Attendant for supplying water to the staff, Ayah, Bhhisti, Blagari, Blegari (Unloading), Boy, Buring Ground Attendant, Butler, Camp Attendant, Camp Remoshi, Care Taker, Constable, Custodian, Cycle Boy, Darwan, Dispensary Boy, Dresser, Dust-bin Stand Cleaner, Female Ward Attendant, Gangman, Gate Watchman, Grave Digger, Hamal, Havaldar, Head Mukadam, Iceman (Mortuary Attendant), Inspection Bungalow Keeper, Kamgar, Kamgar for Ground and for Road, Kitchen Attendant, Laboratory Attendant, Laboratory Labourer, Labourer Servant, Laboratory Boy, Marking Hamal, Mali, Mess Attendant, Mess Servant, Male Coolie, Museum Attendant, Naik, Naka Sepoy, Moor Loader, Night Maid, Night Watchman, Octroi Pagi, Pantry Boy, Peon, Petrol Labourer, Plunger

1

2

3

Man, Pointsman and watchman, Porter, Post Mortem Attendant, Ramoshi, Rat Bigari, Registration Attendant, Report Bearer, Road Repairer, Sanitary Peon, Servant, Stable Bigari (Man), Stable Bigari (Women), Staff Havaladar, Store Attendant, Store Boy, Store Chowkidar, Store Labourer, Street Boy, Stretcher Bearer, Student Nurses, Table Boy, Tank Keeper, Telephone Boy, Ward Attendant, Trolyman, Watch and Ward Peon, Watchman, Water Carrier, Water men, Water Women, Ward Boy, Canteen Boy, Ghatti, Hammer Men, Head Hamal, Head Sepoy, Mukadam Freight Wagon, Mukadam Mains, Office Coolie, Coal Men, Road borrow Maker, Sepoy, Signal Men, Watchmen, Watchmen permanent way

IV Clerical Staff—Matriculate :**138.10****Non-Matriculate :****137.30**

Assistant Clerk, Clerk, Despatch Assistant, Draftsman, Stenographer, Record Assistant, Record Keeper, Tracer, Typist Secretary, Cashier and Accountant, Octroi Inspector, Octroi Nakadar, Octroi Clerk, General Inspector, Sanitary Inspector, Assistant Sanitary Inspector, Clerk or R.D.C. Shop Clerk, Assistant Clerk, Market Recovery Clerk, Market Vasulat Clerk, General Clerk, Collection Clerk, Typist Clerk, Cattle Pound Keeper, Head Clerk, Naka Clerk, Naka Inspector, Library Clerk, and Assistant and Inspector, Market, Mustering Karkun, Profession Tax Clerk, Profession Tax Inspector (Non Qualified), Road Karkun, Clerk Grade 6, Bill Collector Grade I and II, Tabulator, Ticket Box Filler, Sorter, Shop Recorder B Class Traffic Regulator, District Starter, Ticket Examiner, Canteen Assistant.

1	2	3
V Teachers :		
Class-A : Junior Trained Teachers		139.20
Class-B : Voluntary Teachers		136.30
VI Conservancy Staff :		134.80
Sweeper, Scavenger,		

Explanation for the purpose of this Notification :

- (1) In case of an employee employed on piece rate basis, the minimum rate of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.
- (2) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.
- (3) The employees employed by the contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.
- (4) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.
- (5) Male and female employees should be given equal wages for equal work.
- (6) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,
Deputy Secretary to Government.



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PART I-L

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IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act.

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya Gandhinagar, dated 9th June, 2008.

MINIMUM WAGES ACT, 1948 :

No.KHR-86-MWA-102008-302-M(2) :- The following draft of a notification which is proposed to be issued under clause (b) of sub-section (1) of Section 3 read with clause (b) of sub-section (1) of Section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948. (XI of 1948) (hereinafter referred to as "the said Act"), for revising the minimum rates of wages payable to the employees employed in the scheduled Employment in any manufacturing process where in "manufacturing Process" as defined under

Section 2(K) of the Factories Act-1948 is carried out and which is not covered under any entry in Part-I and II of the Schedule covered under entry 50 in Part-I of the Schedule to the said Act, specified in the schedule annexed to this draft notification ("hereinafter referred to as the said scheduled employment") in the whole of State of Gujarat is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act, for the information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration by the Government of Gujarat on or after the expiry of two months from the date of its publication in the *Official Gazette*.

Any objections or suggestions which may be received by the Principal Secretary, Labour and Employment Department, Block No.5, 6th floor, Sachivalaya, Gandhinagar from any person in respect of the said draft notification on or before the expiry of the aforesaid period will be taken into consideration by the Government.

DRAFT NOTIFICATION

No. KHR-86-MWA-102008-302-M(2) : In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (b) of sub-section (1) of section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/115/MWA/1097/1619/(25) M(2) dated the 25th April, 1997 the Government of Gujarat hereby revises the minimum rates of wages in respect of employees employed in the said scheduled employments in the whole of the State of Gujarat so as to consist of;

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column-2 thereof; and
- (b) a special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that:-
 - (i) for the rise of every five points over the cost of living index number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special

allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;

- (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month;

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in any manufacturing process where in "manufacturing process" as defined under Section 2-K of the Factories Act-1948, is carried out and which is not covered under any entry in part-I and II of the Schedule.

Sr. No.	Classes of employees	Rates payable . per day (Rs)	
		Zone -I	Zone - II
1	2	3	4
I. Skilled.		142.80	138.70
	Machine Operator, Mechanic, Fitter, Cutter, sorter, Airman. Operator, Checker, Fitter Grade-A, Turner Grade-A, Wireman Grade-A, Burner Grade-A, Burner Operator, Welder, Mistry, Electrician, Bhusiwala, (one who clean dust on fan) Machine man, Policeman, Supervisor, Chief Carpenter, Carpenter, Ban Show-man, Mixing Macine, Papad Maker, Flour Kneader, (To turn grains flour etc. into dough) Khandawala (one who pounds for turning into powder), Masala miser, Bhati Mechanic, Winder, Doubler, Plan Operator, Sevpapad Maker, Adjuster(one who adjust the weight) Chemist, Compressor Machienman, Desiganman Maker, Pahelwala, Taliawala, Mathalalwala, Ghastawala, Furnance Driver, Engineer, Van Driver, Quality Controll Officer,		

1	2	3	4
	Plant Supervisor, Chemist cum syrup Maker, Fitter cimmechanic, Boiler Attendant, Shift incharge, Stine Brekingman, Grauner, Cutter,(One who cuts with gas) Crane Driver, Loaderman, Mukadam, Chemist cum incharge, Broom Maker, Large Broom Maker		
II. Semiskilled.		136.60	133.80
	Asstt. Operator, Sorter, Asstt. Wireman Grade- B, Turner Grade-B, Fitter Grade-B, Kantawala,(One who weighs mixing benches) Mukadam,(Mixing Department)Assistant Machine Opertator, Asstt. Fitter, Asstt. Wireman, Helper, (one who helps to make Emery stone and prepares powder), Asstt. Sorter, Asst. Grinder, Peeler, Washing Machineman, Talvawala, Asstt. Flour Kneader, Kachori-Samoso Maker, Tin Packer, Micro- pulveriser Operator, Blender Operator, Filling Machieman.Mixing Machine Operator, Scent Spreyer (One who dips in liquid.)		
III Unskilled.		132.50	129.70
	Majoor, (Labourer) Watchman, Oilman, Machine Labourer, Colour Carrier, Packer, Staker, Charnawala,(One who shifts), Attendant, Hand Mill or Mechanical Grinding Mill, Hamal, Miscellaneous Labourer, Packingwala, Bottle Cleaner, Labeller, Bottle Filler.		
IV Clerical Staff.		146.40	142.00
	Accountant, Clerk, Cashier, Bill Maker, Storekeeper, Time Keeper, Clerk cum Cashier,		

Explanation for the purpose of this Notification -

(1) (a) Zone 1 shall comprise the area within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporation

Act, 1949 and the areas falling within a peripheral distance of 10 kilometers from the aforesaid limits.

(b) Zone-II comprise all the areas in the state of Gujarat other than those included in Zone-I.

(2) In case of an employee employed on piece rate basis, the minimum rate of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.

(3) The University Campus, the Agricultural University Campus and the Cantonment Area shall pay the minimum rates of wages of the scheduled employment of the nearest Zone.

(4) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

(5) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.

(6) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.

(7) Male and female employees should be given equal wages for equal work.

(8) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. Kadri,

Deputy Secretary to Government.



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PART I-L

Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act.

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, dated 9th June, 2008.

MINIMUM WAGES ACT, 1948.

No.KHR- 87-MWA-102008-302-M(2):- The following draft of a notification which is proposed to be issued under clause (b) of sub-section (1) of Section 3 read with clause (b) of sub section (1) of Section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948. (XI of 1948) (hereinafter referred to as "the said Act"), for revising the minimum rates of wages payable to the employees employed in the scheduled Employment in

any establishment engaged in manufacturing ready-made garments or its accessories and tailoring establishments employing more than three workers covered under entry 49 in Part-I of the Schedule to the said Act, specified in the schedule annexed to this draft notification ("hereinafter referred to as the said scheduled employment") in the whole of the State of Gujarat is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act, for the information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration by the Government of Gujarat on or after the expiry of two months from the date of its publication in the *Official Gazette*.

Any objections or suggestions which may be received by the Principal Secretary, Labour and Employment Department, Block No.5, 6th floor, Sachivalaya, Gandhinagar from any person in respect of the said draft notification on or before the expiry of the aforesaid period will be taken into consideration by the Government.

DRAFT NOTIFICATION

No.KHR-87-MWA-102008-302-M(2) : In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (b) of sub-section (1) of section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No.KHR/116/MWA/1097/1619/(26) M(2) dated the 25th April, 1997 the Government of Gujarat hereby revises the minimum rates of wages in respect of employees employed in the said scheduled employments in the whole of the State of Gujarat so as to consist of;

- (a) The basic rates of wages as set out in column 3 of the Schedule appended here- to in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column-2 thereof; and
- (b) special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that:-

- (i) for the rise of every five points over the cost of living index number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
- (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month;

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year

SCHEDULE

Employment in any establishment engaged in manufacturing ready-made garments or its accessories and tailoring establishments employing more than three workers.

Sr. No.	Classes of employees	Rates payable . per day (Rs)		
		Zone -I	Zone - II	Zone-III
1	2	3	4	5
I	Category I : Design Maker, Pattern Maker, Supervisor (Production), Master Cutter, Manager,	143.30	140.50	37.60
II	Category II : Cutter, Checker, Sample Tailor Grade I (Readymade), Coat Maker, Pant Maker, Accountant, Salesman, Mechanic, Electrician.	141.30	139.10	136.90

1	2	3	4	5
III	Category III :	139.10	136.90	135.50
	Tailor Grade II (Readymade), Alterationman (Exclusively), Assistant Cutter, Collar Maker, Shirt Maker (Made to Order), Store Keeper, Clerk-Typist, Painter (Bra-clip- painting), Ironer-A (For Garment made out of Wool, Silk, Terine, Terricot and other Synthetic Yarns), Driver, Specified Packer,			
IV	Category IV :	137.70	135.50	134.30
	Tailor Grade III (Readymade), Cap Maker, Special Purposes Machine Operator, e.g. Embroideryman, Buttonhole Machine Operator, Buttonstich Machine Operator, Bindstich Machine Operator, Overlocking (overedging), Iron-B (For Cotton Garment), Folder / Spreader			
V	Category V :	135.50	134.30	133.00
	Thread Cutter, Deliveryman, Peon, Gaajawala (by hand), Tomwala (by hand), Hookwala (by hand), Helper, Sweeper, Boys, Watchman.			

Employment in any Establishment engaged in Manufacturing Readymade Garments or its Accessories and Tailoring Establishments Employing more than Three Workers. (piece rate)

SCHEDULE

Sr.No.	Name of items	Rate of one Dozen (Rs.)	Targetted No. of Item
1.	2.	3.	4.
1.	Petticoat Blouse (Set)	250.10	02

1.	2.	3.	4.
2.	Petticoat (Special)	143.40	12
	Petticoat (Ordinary)		
	Frock (Midi)		
	Frock (Ordinary)		
	Baba suit		
3.	Gown (Zabba)	129.00	36
	Bushshirt/ sadra.		
4.	Chadi	126.20	60
	Bag		

Explanation for the purpose of this Notification –

(1) (a) Zone 1 shall comprise the area within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporation Act, 1949 and the areas falling within a peripheral distance of 10 kilometers from the aforesaid limits.

(b) Zone-II shall comprise the areas within the limits of the towns and cities having a population of one lac and above according to the figures of latest census available and the areas falling within a peripheral distance of five kilometers from the aforesaid limits.

(c) Zone-III shall comprise all the areas in the state of Gujarat, other than those not included in Zone-I and Zone-II

(2) In case of an employee employed on piece rate basis, the minimum rate of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wagees fixed for the class of employees to which he belongs.

(3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the works up to four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

(4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.

(5) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.

(6) Male and female employees should be given equal wages for equal work.

(7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,
Deputy Secretary to Government.

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and Gujarat Industrial Relations Act.

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, dated 9th June, 2008.

MINIMUM WAGES ACT, 1948.

No.KHR-88-MWA-102008-302-M(2):- The following draft of a notification which is proposed to be issued under clause (b) of sub-section (1) of Section 3 read with clause (b) of sub-section (1) of Section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948. (XI of 1948) (hereinafter referred to as "the said Act"), for revising the minimum rates

of wages payable to the employees employed in the scheduled Employment in any Oil Mill covered under entry 5 in Part-I of the Schedule to the said Act, specified in the schedule annexed to this draft notification ("hereinafter referred to as the said scheduled employment") in the whole of the State of Gujarat is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act, for the information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration by the Government of Gujarat on or after the expiry of two months from the date of its publication in the *Official Gazette*.

Any objections or suggestions which may be received by the Principal Secretary, Labour and Employment Department, Block No.5, 6th floor, Sachivalaya, Gandhinagar from any person in respect of the said draft notification on or before the expiry of the afore said period will be taken into consideration by the Government.

DRAFT NOTIFICATION

No.KHR-88-MWA-102008-302-M(2) : In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (b) of sub-section (1) of section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No.KHR/ 117/MWA/1097/1619/(27) M(2), dated the 25th April, 1997, the Government of Gujarat hereby revises the minimum rates of wages in respect of employees employed in the said scheduled employments in the whole of the State of Gujarat so as to consist of;

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column-2 thereof ; and
- (b) a special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that;
 - (i) for the rise of every five points over the cost of living index number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special

allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;

- (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month;

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in any oil mill :

Sr. No.	Classes of Employees	Rates payable . per day (Rs)	
		Zone-I 3	Zone-II 4
I	Skilled :	148.20	139.90
	Engineer, Boiler attendant, Engine Driver, Fitter, Blacksmith, Turner, Electrician, Welder, Carpenter, Chemist, Machine Operator.		
II	Semi-skilled :	138.40	138.00
	Oilman, Fireman, Canboy (Ketaliwala) Expellorman, Filterman, Mukadam.		
III	Unskilled :	136.50	136.00
	Thappiwala, Gunnybag Filter, Gunnybag Sticher, Kadiwala, Mazdoor, Hamal, Machine Cleaner, Cleaner of Factory, Machine Feeder (Orulla), Baharawala, Peon, Employees employed on cleaning, spreading, drying and of slaving oil seeds.		
IV	Clerical Staff :	142.70	141.70
	Accountant, Time Keeper, Store Keeper, Stenographer, Office Superintendent, Head Clerk, Cashier, Karkun, Typist.		

Explanation for the purpose of this Notification: -

- (1) (a) Zone I shall comprise the area within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporation Act, 1949 and the areas falling within a peripheral distance of 10 kilometers from the aforesaid limits;
- (b) Zone-II comprise all the areas in the State of Gujarat other than those included in Zone-I;
- (2) In case of an employee employed on piece-rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs;
- (3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if he works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance;
- (4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to;
- (5) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance;
- (6) Male and female employees should be given equal wages for equal work;
- (7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,

Deputy Secretary to Government.



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IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act.

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya Gandhinagar, dated 9th June, 2008.

MINIMUM WAGES ACT, 1948 :

No.KHR-89-MWA-102008-302-M(2):- The following draft of a notification which is proposed to be issued under clause (b) of sub-section (1) of Section 3 read with clause (b) of sub section (1) of Section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948. (XI of 1948) (hereinafter referred to as "the said Act"), for revising the minimum rates of wages payable to

the employees employed in the scheduled Employment in Petrol and Diesel Oil Pumps covered under entry 37 in Part-I of the Schedule to the said Act, specified in the schedule annexed to this draft notification ("hereinafter referred to as the said scheduled employment") in the whole of the State of Gujarat is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act, for the information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration by the Government of Gujarat on or after the expiry of two months from the date of its publication in the *Official Gazette*.

Any objections or suggestions which may be received by the Principal Secretary, Labour and Employment Department, Block No.5, 6th floor, Sachivalaya, Gandhinagar from any person in respect of the said draft notification on or before the expiry of the aforesaid period will be taken into consideration by the Government.

DRAFT NOTIFICATION

No. KHR-89-MWA-102008-302-M(2) : In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (b) of sub-section (1) of section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No.KHR/ 118/MWA/1097/1619/(28) M(2) dated the 25th April, 1997 the Government of Gujarat hereby revises the minimum rates of wages in respect of employees employed in the said scheduled employments in the whole of the State of Gujarat so as to consist of;

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column-2 thereof; and
- (b) A special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that:-

- (i) for the rise of every five points over the cost of living index number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
- (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month;

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in Petrol and Diesel Oil Pumps :

Sr. No.	Class of employees	Rates payable . per day (Rs.)		
		Zone -I 3	Zone - II 4	Zone-III 5
I	Skilled : Manager, Head Cashier, Any Employee who works efficiently by exercising considerable independent judgement, discharges his duties with responsibility and possesses thorough and comprehensive knowledge of the trade, craft or industry in which he is employed.	145.10	142.20	138.10
II	Semi-skilled : Pump Attendant, Accountant, Clerk, Bill Clerk, Cashier, Typist, any Employee who does a work of a well defined routine nature and discharges the duties assigned to him Independently and with responsibility.	142.20	138.10	136.50

1	2	3	4	5
III	Unskilled :	136.50	135.80	135.20
	Helper, Watchman, Peon.			

Explanation for the purpose of this Notification:-

- (1) (a) Zone I shall comprise the area within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporation Act, 1949 and the areas falling within a peripheral distance of 10 kilometers from the aforesaid limits.
- (b) Zone-II comprise all the areas within the limits of the towns cities having a population of one lakh and above according to the figures of latest census available and the areas falling within a peripheral distance of five kilometers from the aforesaid limit.
- (c) Zone-III shall comprise all the areas in the State of Gujarat other than those not included in Zone-I and Zone-II.
- (2) In case of an employee employed on piece rate basis, the minimum rate of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.
- (3) The University Campus, the Agricultural University Campus and the Cantonment Area shall pay the minimum rates of wages of the scheduled employment of the nearest Zone.
- (4) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if he works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.
- (5) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.

- (6) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.
- (7) Male and female employees should be given equal wages for equal work.
- (8) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,
Deputy Secretary to Government.



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IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act.

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya Gandhinagar, dated 9th June, 2008..

MINIMUM WAGES ACT, 1948 :

No.KHR-90 -MWA-102008-302-M(2):- The following draft of a notification which is proposed to be issued under clause (b) of sub-section (1) of Section 3 read with clause (b) of sub section (1) of Section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948. (XI of 1948) (hereinafter referred to as "the said Act"), for revising the minimum rates of wages payable to the employees employed in the scheduled Employment in Pharmaceuticals

I-L-Extra—27/28

27/28-1

industry covered under entry 29 in Part-I of the Schedule to the said Act, specified in the schedule annexed to this draft notification ("hereinafter referred to as the said scheduled employment") in the whole of the State of Gujarat is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act, for the information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration by the Government of Gujarat on or after the expiry of two months from the date of its publication in the *Official Gazette*.

Any objections or suggestions which may be received by the Principal Secretary, Labour and Employment Department, Block No.5, 6th floor, Sachivalaya, Gandhinagar. from any person in respect of the said draft notification on or before the expiry of the aforesaid period will be taken into consideration by the Government.

DRAFT NOTIFICATION

No. KHR-90-MWA-102008-302-M(2) : In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (b) of sub-section (1) of section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No.KHR/119/MWA/1097/1619/(29) M(2) dated the 25th April, 1997 the Government of Gujarat hereby revises the minimum rates of wages in respect of employees employed in the said scheduled employments in the whole of the State of Gujarat so as to consist of;

- (a) The basic rates of wages as set out in column 3 of the schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column-2 thereof; and
- (b) A special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that;-

- (i) for the rise of every five points over the cost of living index number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
- (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month;

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in any Pharmaceuticals industry :

Sr. No.	Class of Employees	Rates payable per day (Rs)		
		Zone -I	Zone - II	Zone-III
1	2	3	4	5
I	Skilled :	138.30	137.40	136.70
	Chemist, Stenographer, Manager, Chief Accountant, Machine Maintainer, Sales Supervisor, Sales Representative, Packing Supervisor, Time Keeper, Bazar Clerk, Accountant Clerk, Cashier, Ughrani Clerk, Bill Clerk, Bill Preparer, Typist, Store-Keeper, Driver, General Clerk, Machine Supervisor.			

1	2	3	4	5
II	Semi-skilled :	136.70	136.00	135.40
	Bottle Filler (Syrup), Bottle Checker (Syrup), Label Stamper (Syrup), Tablet Compressing Attendant, Coater (Tablet), Polisher (Tablets), Stripe Packing Supervisor, Capsule Filler, Capsule Sealer, Ointment Filler, Mixing Attendant (Injection), Sterilising Attendant (Injection), Checker of Injection Bottles, Mixing Attendant (Syrup), Mixing Attendant (Tablets), Stripe Packer, Mixing Attendant (Capsules), Packer (Capsules), Mixing Attendant (Ointment), Bottle Washer (Injection), Bottle Filter (Injection), Raw Material Processor, Vanaspati Grinder, Avleh Preparer Syrup Processor, Oil Processor, Extract Processor, Tablet preper from Ras, Goods Sorter as per Order, Goods Checker as per order, Packing Memo Clerk, Coupy Pakva and Ras Preparer, Asav Boiler, Extract Drawer, Tablets Weighter, Weighter Attendant, Bottle Filling Machine Operator.			
III	Unskilled:	135.40	134.50	133.80
	Bottle Bag Opener, Bottle Drying Attendant, Syrup Attendant, Filtering Attendant, Bottle Capping Attendant, Label Paster, Bottle Sealer, Bottle Packer in Cartons and also Dozens and Cases, Bottle Carrier (For Ware Housing, Granule Process Attendant, Granule Drying Attendant, Table Stripe and Bulk Packer, Ointment Tubes Sealing.			

1	2	3	4	5
	<p>Attendant, Helper, Peon, Cleaner, Weighting Helper, Box Packing Helper, Store Coolie, Hand Loriwala, Paharewala / Watchman, Vanspati Cleaner, Vanspati Siever, Vanspati Mixing Attendant, Manufacturer Process Attendant as per Formula, Asav Filtering Attendant, Pills Manufacturing and cutting Attendant, Pills Separator (Khalchuntnar), Bhashma Manufacturing Attendant, Cleaner, Crusher, Furnace Attendant, Pills Mixture, Ointment Attendant, Bottle Cleaner for filling Liquid.</p>			

Explanation for the purpose of this Notification:-

- (1) (a) Zone 1 shall comprise the area within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporation Act, 1949 and the areas falling within a peripheral distance of 10 kilometers from the aforesaid limits.
- (b) Zone-II comprise all the areas within the limits of the towns cities having a population of one lakh and above according to the figures of latest census available and the areas-falling within a peripheral distance of five kilometers from the aforesaid limit,
- (c) Zone-III shall comprise all the areas in the State of Gujarat other than those not included in Zone-I and Zone-II.
- (2) In case of an employee employed on piece rate basis, the minimum rate of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.

- (3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if he works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.
- (4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.
- (5) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.
- (6) Male and female employees should be given equal wages for equal work.
- (7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,
Deputy Secretary to Government.

EXTRA No. 27/29

POSTAL REGISTRATION
No. VDR-E/14/2006-2008



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PART I-L

Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act.

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, dated 9th June, 2008.

MINIMUM WAGES ACT, 1948.

No.KHR- 91-MWA-102008-302-M(2):— The following draft of a notification which is proposed to be issued under clause (b) of sub-section (1) of Section 3 read with clause (b) of sub-section (1) of Section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948. (XI of 1948) (hereinafter referred to as "the said Act"), for revising the minimum rates of wages payable to the employees employed in the scheduled Employment in

I-L-Extra—27/29

27/29-1

Plastics Industries covered under entry 45 in Part-I of the Schedule to the said Act, specified in the schedule annexed to this draft notification ("hereinafter referred to as the said scheduled employment") in the whole of the State of Gujarat is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act, for the information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration by the Government of Gujarat on or after the expiry of two months from the date of its publication in the *Official Gazette*.

Any objections or suggestions which may be received by the Principal Secretary, Labour and Employment Department, Block No.5, 6th floor, Sachivalaya, Gandhinagar from any person in respect of the said draft notification on or before the expiry of the aforesaid period will be taken into consideration by the Government.

DRAFT NOTIFICATION

No. KHR-91-MWA-102008-302-M(2) : In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (b) of sub-section (1) of section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No.KHR/120/MWA/1097/1619/(30) M(2) dated the 25th April, 1997 the Government of Gujarat hereby revises the minimum rates of wages in respect of employees employed in the said scheduled employments in the whole of the State of Gujarat so as to consist of;

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column-2 thereof ;and
- (b) A special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that;-

- (i) for the rise of every five points over the cost of living index number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
- (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month;

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in Plastic Industries.

Sr. No.	Classes of Employees	Rates payable per day (Rs.)	
		Zone-I	Zone-II
1	2	3	4
I	Skilled :	139.80	138.40
	Supervisor, Accountant, Boiler Attendant, Chemist, Cutting and Sealing Operator, Machine Operator		
II	Semi-skilled :	136.90	135.50
	Assistant Operator, Moulder, Grinder, Machineman, Turner, Fitter, Finishing Machineman.		
III	Unskilled :	134.00	132.60
	Packer, Mazdoor, Labourer, Helper, Sweeper, Cleaner, Watchman, Peon.		

Explanation for the purpose of this Notification:-

- (1) (a) Zone I shall comprise the area within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporation Act, 1949 and the areas falling within a peripheral distance of 10 kilometers from the aforesaid limits.

- (b) Zone-II comprise all the areas within the limits of the towns cities having a population of one lakh and above according to the figures of latest census available and the areas-falling within a peripheral distance of five kilometers from the aforesaid limit,
- (2) In case of an employee employed on piece rate basis, the minimum rate of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.
- (3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if he works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.
- (4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.
- (5) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.
- (6) Male and female employees should be given equal wages for equal work.
- (7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,

Deputy Secretary to Government.



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PART I-L

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IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act.

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, dated 9th June, 2008.

MINIMUM WAGES ACT, 1948.

No.KHR-92-MWA-102008-302-M(2):—The following draft of a notification which is proposed to be issued under clause (b) of sub-section (1) of Section 3 read with clause (b) of sub-section (1) of Section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948. (XI of 1948) (hereinafter referred to as "the said Act"), for revising the minimum rates of wages payable to the employees employed in the scheduled Employment in Potteries Industry covered under entry 22 in Part-I of the Schedule to the said

I-L-Extra—27/30

27/30-1

Act, specified in the schedule annexed to this draft notification ("hereinafter referred to as the said scheduled employment") in the whole of State of Gujarat is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act, for the information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration by the Government of Gujarat on or after the expiry of two months from the date of its publication in the *Official Gazette*.

Any objections or suggestions which may be received by the Principal Secretary, Labour and Employment Department, Block No.5, 6th floor, Sachivalaya, Gandhinagar, from any person in respect of the said draft notification on or before the expiry of the aforesaid period will be taken into consideration by the Government.

DRAFT NOTIFICATION

No. KHR-92-MWA-102008-302-M(2) : In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (b) of sub-section (1) of section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No.KHR/121/MWA/1097/1619/(31) M(2) dated the 25th April, 1997 the Government of Gujarat hereby revises the minimum rates of wages in respect of employees employed in the said scheduled employments in the whole of the State of Gujarat so as to consist of;

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column-2 thereof ;and
- (b) A special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that;-
 - (i) for the rise of every five points over the cost of living index number 2935 or over any such number which is greater than 2935 applicable

to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;

- (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month;

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in Potteries Industry :

Sr. No.	Classes of Employees	Rates payable per day (Rs.)
1	2	3
I	Skilled :	138.10
	Mistry-Mechanic, Mistry-Carpenter, Pattern and Frame Maker, Potters (Makers of jars, Batteries and Butlar, (30 Ltr. And above), Die Makers, Head Moulder (Foundry), Mistry-Turner, Mistry-Blacksmith.	
II	Semi skilled :	136.20
	Wireman, Turner, Fitter, Blacksmith, Mason for new Trolley Building and Klin repairs, Sanitaryware Case Moulder (Plaster of Paris), Name Writer, View Decoration, Luster and Colour Decoration, Tunnel Attendants, Potters (8 Lbs and above but below 30 Lbs, Barni Battery and Iota Makers), Shappers, Planners, Welder, Moulder (Foundry), Engine Driver, Flate Maker, Gold Line Maker (Decorator), Sanitaryware Casters (Big Pieces), By Colour	

1

2

3

Lining on Cup-Saucer), Designer Stamer, Glazer (Cup-Saucer) 45 by dipping and Sparying), Stoneware Pipe Turner, Finishers (Fire Bricks), Fire man down Dsraft Kiln), Laboratory Attendant, Machineman (Plaster Mixing), Compressor Pumpman, Sanitaryware, Crockery, Loaders in Turner Kiln and Down Draft Kiln, Fitters Press Main Person, Tile Semi-automatic Press Operator, Tiles Painters (Painting by hand, Brush and Screen Painting and Emboss Painting, Oil Pump Attendant, Glazer (Jar), Checker (Sanitaryware, Jar), Finishers (Cup-Saucer, Fire Bricks), Porter (Sanitarware, Tiles, Refractories, Crookery), Packer, (Sanitaryware, Crockery), Pug-mill Attendant Main Person, Caster of Trap, Soap Dish, Ash-tray, Tea-set and small articles, Chakadia (8Lbs. And Below Jar and Batla Maker), Lid Maker. Maker (Chakada), Lid Maker (Screw Press), Vatkas and Daba Maker, Transfer Stickers on Crockery and Glazed tiles, Sagggar Makers (On Chakada), Sagggar Maker (On Hand Press), Handle Stickers to Cups, Handle Stickers to Jars.

III Unskilled :

134,30

Pottery Mazdoor (Helpers and Carriers Blunger and Cylinder Loaders, Lata Polisher, Brick Makers on Screw Press and Automatic Press, Stonewares and Porcelin Pipe Makers and Glasers, Crookers Biscuit Loaders and un-loaders. Tiles Glazing Machine Workers, Glazed Tiles Automatic Press Workers, Cup-Saucers and Similar pieces mould makers, Glazed tiles loading in crates and wire Packing, Stamping on Glazed Tiles, Bricks and Jar Packers, Handle Casters and Finishers

IV Supervisory and Clerical Staff.

138.70

Explanation for the purpose of this Notification:-

- (1) The entire State shall be treated as one Zone:-
- (2) In case of an employee employed on piece rate basis, the minimum rate of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.
- (3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if he works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.
- (4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.
- (5) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.
- (6) Male and female employees should be given equal wages for equal work.
- (7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. plus special allowance for the first three months. After three months they shall be paid in full.
- (8) For the purpose of this entry, "Potteries Industry," includes the manufacture of the following articles of pottery, namely:-
 - (a) Crockery (b) Sanitary appliances and Fittings (c) Refractories (d) Jars (e) Electrical accessories (f) Hospital (g) Textiles Accessories (h) Toys (i) Glazed Tiles.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,
Deputy Secretary to Government.



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PART I-L

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IV-A; IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act.

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, dated 9th June, 2008.

MINIMUM WAGES ACT, 1948.

No.KHR-93 -MWA-102008-302-M(2):-The following draft of a notification which is proposed to be issued under clause (b) of sub-section (1) of Section 3 read with clause (b) of sub-section (1) of Section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948. (XI of 1948) (hereinafter referred to as "the said Act"), for revising the minimum rates of wages payable to the employees employed in the scheduled Employment in any powerloom

industry in which any of the processes of winding, wrapping, beaming, sizing, drawing, reaching, weaving, dyeing, bleaching, calendaring, folding, finishing or similar processes are carried on covered under entry 18 in Part-I of the Schedule to the said Act, specified in the schedule annexed to this draft notification ("hereinafter referred to as the said scheduled employment") in the whole of the State of Gujarat is hereby published as required by clause (b) of sub-section (i) of section 5 of the said Act, for the information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration by the Government of Gujarat on or after the expiry of two months from the date of its publication in the *Official Gazette*.

Any objections or suggestions which may be received by the Principal Secretary, Labour and Employment Department, Block No.5, 6th floor, Sachivalaya, Gandhinagar from any person in respect of the said draft notification on or before the expiry of the aforesaid period will be taken into consideration by the Government.

DRAFT NOTIFICATION

No.KHR-93-MWA-102008-302-M(2) : In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (b) of sub-section (i) of section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No.KHR/122/MWA/1097/1619/(32) M(2) dated the 25th April, 1997 the Government of Gujarat hereby revises the minimum rates of wages in respect of employees employed in the said scheduled employments in the whole of the State of Gujarat so as to consist of;

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column-2 thereof; and
- (b) a special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that:-

- (i) for the rise of every five points over the cost of living index number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
- (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month;

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in any powerloom industry in which any of the processes of winding, wrapping, beaming, sizing, drawing, reaching, weaving, dyeing, bleaching, calendaring, folding, finishing or similar processes are carried on.

Sr. No.	Classes of Employees	Rates payable per day (Rs.)	
		Zone-I	Zone-II
1	2	3	4
I	Skilled :	137.60	136.60
	Clerk, Jobber, Fitter, Weaver, Wrapper, Front Sizer, Drawer Wireman, Boiler Attendant.		
II	Semi-skilled :	136.50	135.80
	Winder, Rreacher, Thrower, Finishing Machineman, Thread Sizer, Back Sizer, Folder.		
III	Unskilled :	135.50	135.00
	Mazdoor, Labourer, Helper, Sweeper, Cleaner, Wraft distributor, Oiler, Waterman, Peon, Watchman.		

Explanation for the purpose of this Notification:-

- (1) (a) Zone I shall comprise the area within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporation Act, 1949 and the area falling within a peripheral distance of 10 kilometers from the aforesaid limits.
- (b) Zone-II comprise all the areas within the limits of the towns cities having a population of one lakh and above according to the figures of latest census available and the areas-falling within a peripheral distance of five kilometers from the aforesaid limit,
- (2) In case of an employee employed on piece rate basis, the minimum rate of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.
- (3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.
- (4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.
- (5) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.
- (6) Male and female employees should be given equal wages for equal work.
- (7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,
Deputy Secretary to Government.

EXTRA No. 27/32

POSTAL REGISTRATION
No. VDR-E/14/2006-2008



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IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act.

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, dated 9th June, 2008.

MINIMUM WAGES ACT, 1948.

No.KHR-94 -MWA-102008-302-M(2) :-The following draft of a notification which is proposed to be issued under clause (b) of sub-section (1) of Section 3 read with clause (b) of sub-section (1) of Section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948. (XI of 1948) (hereinafter referred to as "the said Act"), for revising the minimum rates of wages payable to the employees employed in the scheduled Employment in

preweaving and Textile processing industry in which any of the processes of winding, wrapping, beaming, sizing, drawing, reaching, weaving, dyeing, bleaching, calendering folding, finishing, merricising, printing or glazing of yarn cloth or articles made of cloth or any process incidental or supplemental thereto covered under entry 47 in Part-I of the Schedule to the said Act, specified in the schedule annexed to this draft notification ("hereinafter referred to as the said scheduled employment") in the whole of the State of Gujarat is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act, for the information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration by the Government of Gujarat on or after the expiry of two months from the date of its publication in the *Official Gazette*.

Any objections or suggestions which may be received by the Principal Secretary, Labour and Employment Department, Block No.5, 6th floor, Sachivalaya, Gandhinagar. from any person in respect of the said draft notification on or before the expiry of the aforesaid period will be taken into consideration by the Government.

DRAFT NOTIFICATION

No. KHR-94-MWA-102008-302-M(2) : In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (b) of sub-section (1) of section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No.KHR/123/MWA/1097/1619/(33) M(2) dated the 25th April, 1997 the Government of Gujarat hereby revises the minimum rates of wages in respect of employees employed in the said scheduled employments in the whole of the State of Gujarat so as to consist of;

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column-2 thereof ;and
- (b)a special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that;-

- (i) for the rise of every five points over the cost of living index number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
- (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month;

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in preweaving and Textile processing industry in which any of the processes of winding, wrapping, beaming, sizing, drawing, reaching, weaving, dyeing, bleaching, calendering folding, finishing, merricising, printing or glazing or yarn cloth or articles made of cloth or any process incidental or supplimental thereto.

Sr. No.	Class of Employees	Rates payable per day (Rs.)	
		Zone-I	Zone-II
1	2	3	4
I Skilled :		138.90	138.00
	Machine Operator, Jobber Colourman, Fitter, Electrician, Stamper, Folder, Wireman, Boiler Attendant, Carpenter, Printer, Kunjawala, Checker, Harish Stander, Machineman, Calendar Machineman, Soucharman, Polomising, Machineman, Finishingman, Steam Finishingman, Zero Zora Machineman, Rottery Machineman, Dyeing Range Machineman, Gigger Machineman, Store Keeper, Cashier, Head Jamadar, Fireman.		

1	2	3	4
II	Semi-skilled :	137.70	137.10
	Sticherman, Packer, Belt Operator (Patta chalawanar), Bundler, Assistant Printer, Assistant Stamper, Cutterman, Helper (Assistant of skilled workers), Telephone Operator, Time Keeper, Godown Keeper, Assistant Machineman, Ugharani Karkun, Gate Keeper.		
III	Unskilled :	136.70	136.20
	Mazdoor, Coolies, Sweeper, Cleaner, Watchman, Pumpman, Fire Coolies		

Explanation for the purpose of this Notification:-

- (1) (a) Zone 1 shall comprise the area within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporation Act, 1949 and the areas falling within a peripheral distance of 10 kilometers from the aforesaid limits.
- (b) Zone-II comprise all the areas within the limits of the towns cities having a population of one lakh and above according to the figures of latest census available and the areas-falling within a peripheral distance of five kilometers from the aforesaid limit,
- (2) In case of an employee employed on piece rate basis, the minimum rate of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.
- (3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

- (4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.
- (5) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.
- (6) Male and female employees should be given equal wages for equal work.
- (7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,
Deputy Secretary to Government.

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IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act.

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, dated 9th June, 2008.

MINIMUM WAGES ACT, 1948.

No.KHR-95 -MWA-102008-302-M(2) :- The following draft of a notification which is proposed to be issued under clause (b) of sub-section (1) of Section 3 read with clause (b) of sub section (1) of Section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948. (XI of 1948) (hereinafter referred to as "the said Act"), for revising the minimum rates of wages payable to the employees employed in the scheduled Employment in

any industry in which any process of printing by letter press lithography, photogravure or other similar work or work incidental to such process or book binding is carried on covered under entry 14 in Part-I of the Schedule to the said Act, specified in the schedule annexed to this draft notification ("hereinafter referred to as the said scheduled employment") in the whole of the State of Gujarat is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act, for the information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration by the Government of Gujarat on or after the expiry of two months from the date of its publication in the *Official Gazette*.

Any objections or suggestions which may be received by the Principal Secretary, Labour and Employment Department, Block No.5, 6th floor, Sachivalaya, Gandhinagar from any person in respect of the said draft notification on or before the expiry of the aforesaid period will be taken into consideration by the Government.

DRAFT NOTIFICATION

No.KHR-95-MWA-102008-302-M(2) : In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (b) of sub-section (1) of section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No.KHR/124/MWA/1097/1619/(34) M(2) dated the 25th April, 1997 the Government of Gujarat hereby revises the minimum rates of wages in respect of employees employed in the said scheduled employments in the whole of the State of Gujarat so as to consist of;

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column-2 thereof; and
- (b) a special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that:-

- (i) for the rise of every five points over the cost of living index number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
- (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month;

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in any industry in which any process of printing by letter press lithography, photogravure or other similar work or work incidental to such process or book binding is carried on.

Sr. No.	Class of Employees	Rates payable per day (Rs.)		
		Zone-I	Zone-II	Zone-III
1	2	3	4	5
I Skilled : -A:		138.40	138.00	137.60
	Lino-Type Operator, Camera Operator, Tri-colour-Etcher or Multi Chome Etcher, Rotary Pressman, Commercial Artist or Designer, Litho-Artist or Calligrapher, Negative-positive Retouched, Off-set Printer, Stenographer, Tele-printer Operator, Qualified Accountant, Cashier, Lod-low Operator, Mono-Type Key Board Operator, Proof Reader, Multi-Colour Proof Printer, Litho Off-set Transfer Printer, Off-set Plate Maker, Litho-Off-set Copy Paster, Retoucher or Toucher, Photo-graver Etcher, Photo-graver lay-outman, Litho Plate Bed			

1	2	3	4	5
	Printer, Punch Maker, Envelop Machine Man, Die Maker, Embossing Machine man, Mechanic, Electrician, Steno-Typist, Binder (Volume and Vedger), Block Maker, (integrated), Compositor (Display and Page making), Off-set Plate Maker, Exercise Book Machine man, Head Clerk, Forman, Supervisor or Section Head Cylinder Pressman (Automatic), Matrix Maker, Book Case Machine man.			
II	Skilled B :	137.60	137.30	136.90
	Imposer, Mono-type Caster, Type Caster, Stereo-Type or Stereo Caster, Stereo Bencher cum Mounter, Line-Estcher, Half-tone Etcher, Transfer Printer (Blocks), Engraver, Router, Mounter, Cylinder Pressman (Hand fed), die Stamper or Die Plate Printer, Gilder, Inter-Lay-Cutter, Cutter or Giloti man, Carpenter, Driver, Store or godown Keeper, Clerk, Time-Keeper, Typist, Telephone Operator, Addressing Machine man, Cylinder Grainer, Copy Holder, Trade Pressman or plate man, Binder, Sewing Machine man, Folding Machine man, Ruling Machine man, Box Puncher, Scorer or Bender, Hand Box or Envelope Maker, Accountant, Compositor (Correction), Super type caster, Super type caster, Foundry man (Integrated), Platen Pressman (Automatic), Number Setter, Three Knives Trimmer, Assistant Artist, Numbering Machine man, Assistant Machine man,			
III	Semi-skilled :	136.50	136.20	135.80
	Distributor, Assistant Camera Operator, Assistant Transfer Printer, Assistant Etcher, Letter Press Cylinder Feeder, Counter, Letter Press Plate Feeder, Checker, Number or Paging			

1	2	3	4	5
	man, Packer, Assistant Embossing Machine man, Assistant Toucher, Assistant Copy Paster, Off-set feeder, Flat Bed Feeder, Varnisher, Wax Machine man, Cold Powderer, Wireman, Type Cutter, Compositor (Running), Line roller, Proof Puller or Galley Pressman, Type Dresser, Roller Make or roller Caster, Plate Grainer or Grinder, Ink Ginger, Knife Sharpeners. Wire Sticher, Perforator, Label Puncher, Rulling Feeder, Beening man, Metal Caster or lead Melt. Type or Font Binder, Roller Sticher, Numbering Feeder, Gassing Machine man.			
IV Unskilled :		135.40	134.90	134.50
	Stereo-Baler, rotary-Baler, Cylinder Baler (Photo-graver and letter Press), Hand Folder, Assistant Carpenter, Stone-Grinder, Baler, Helper, Binding Boy, Cleaner, Sweeper, Peon, Messenger, Watchman, Mazdoor, Type Jet Breaker or Polisher.			

Explanation for the purpose of this Notification:-

- (1) (a) Zone I shall comprise the area within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporation Act, 1949 and the areas falling within a peripheral distance of 10 kilometers from the aforesaid limits.
 - (b) Zone-II comprise all the areas within the limits of the towns cities having a population of one lac and above according to the figures of latest census available and the areas-falling within a peripheral distance of five kilometers from the aforesaid limit,
 - (c) Zone III Shall comprise all the areas in the state of Gujarat other than those not included in Zone-I and Zone-II.
- (2) In case of an employee employed on piece rate basis, the minimum rate of wages shall be so fixed that the minimum rates of wages plus special

allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.

- (3) The Factories manufacturing corrugated boxes will also pay the above minimum rates of wages,
- (4) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if he works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.
- (5) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.
- (6) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.
- (7) Male and female employees should be given equal wages for equal work.
- (8) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,

Deputy Secretary to Government.



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IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act.

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, dated 9th June, 2008.

MINIMUM WAGES ACT, 1948.

No. KHR-96-MWA-102008-302-M(2) :- The following draft of a notification which is proposed to be issued under clause (b) of sub-section (1) of Section 3 read with clause (b) of sub section (1) of Section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948. (XI of 1948) (hereinafter referred to as "the said Act"), for revising the minimum rates of wages payable to the employees employed in the scheduled Employment in public motor transport covered under entry 11 in Part-I of the Schedule to the

said Act, specified in the schedule annexed to this draft notification ("hereinafter referred to as the said scheduled employment") in the whole of State of Gujarat is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act, for the information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration by the Government of Gujarat on or after the expiry of two months from the date of its publication in the *Official Gazette*.

Any objections or suggestions which may be received by the Principal Secretary, Labour and Employment Department, Block No.5, 6th floor, Sachivalaya, Gandhinagar from any person in respect of the said draft notification on or before the expiry of the aforesaid period will be taken into consideration by the Government.

DRAFT NOTIFICATION

No. KHR-96-MWA-102008-302-M(2) : In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (b) of sub-section (1) of section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/125/MWA/1097/1619/(35) M(2) dated the 25th April, 1997 the Government of Gujarat hereby revises the minimum rates of wages in respect of employees employed in the said scheduled employments in the whole of the State of Gujarat so as to consist of;

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column-2 thereof ;and
- (b)a special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that;-
 - (i) for the rise of every five points over the cost of living index number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special

allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;

- (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month;

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in public motor transport.

Sr. No.	Classes of Employees	Rates payable per day (Rs.)
1	2	3
I Skilled :		145.60
	Employees by whatever name called doing skilled work of the nature done by Manager, Assistant Manager, Superintendent, Head Clerk, Accountant, Senior Clerk, Driver, Mechanic, Fitter, Turners, Electricians, Checker Supervisor, Tinsmith, Battery man, Vulcaniser, Carpenter, Blacksmith, Artisan, Traffic Controller, Traffic Inspector, Assistant Traffic Inspector, Traffic Checker, Hostes, Instructor, Starter, Vehicle Examiner, Charge man, Body-smith, Assistant Body Smith, Upholsterer, Machinist, Wireman, Welder, Painter.	
2. Semi-Skilled :		142.70
	Employee's by whatever name called doing same Skilled work of the nature doing by Asst, Junior skilled workers, Conductor , Machine metes, Fitter metes, Greaser, Oiller, Asstt. Artisan, Junior traffic Controller, Hawaldar, Mukadam, Hammer man, Hamal and Employee doing the clerical work	

1	2	3
3. Un-skilled :		140.50
Employees by whatever name doing Un-skilled work, Helper, Washer, Cleaner, Watch man, Mazdoor, sweeper, peons, Khalasi, Tapali, chokidar, Waterman, porter, Gardner, Battery boy, pump operator or other miscellaneous workers,		

Explanation for the purpose of this Notification:-

(1) The entire State shall be treated as one Zone.

(2) In case of an employee employed on piece rate basis, the minimum rate of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.

(3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

(4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.

(5) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.

(6) Male and female employees should be given equal wages for equal work.

(7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs, plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,
Deputy Secretary to Government.



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and Gujarat Industrial Relations Act.

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, dated 9th June, 2008.

MINIMUM WAGES ACT, 1948.

No. KHR-97 -MWA-102008-302-M(2) :- The following draft of a notification which is proposed to be issued under clause (b) of sub-section (1) of Section 3 read with clause (b) of sub section (1) of Section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948. (XI of 1948) (hereinafter referred to as "the said Act"), for revising the minimum rates of wages payable to the employees employed in the scheduled Employment in any Pulp and Paper or Board manufactory covered under entry 32 in Part-I of the

Schedule to the said Act, specified in the schedule annexed to this draft notification ("hereinafter referred to as the said scheduled employment") in the whole of State of Gujarat is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act, for the information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration by the Government of Gujarat on or after the expiry of two months from the date of its publication in the *Official Gazette*.

Any objections or suggestions which may be received by the Principal Secretary, Labour and Employment Department, Block No.5, 6th floor, Sachivalaya, Gandhinagar from any person in respect of the said draft notification on or before the expiry of the aforesaid period will be taken into consideration by the Government.

DRAFT NOTIFICATION

No. KHR-97-MWA-102008-302-M(2) : In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (b) of sub-section (1) of section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No.KHR/ 126/MWA/1097/1619/(36) M(2) dated the 25th April, 1997 the Government of Gujarat hereby revises the minimum rates of wages in respect of employees employed in the said scheduled employments in the whole of the State of Gujarat so as to consist of;

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column-2 thereof ;and
- (b) a special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that;—
 - (i) for the rise of every five points over the cost of living index number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;

- (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month;

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in any Pulp & Paper or Board manufactory

Sr. No.	Classes of Employees	Rates payable per day (Rs.)
1	2	3
I	Highly-Skilled :	137.80
	Boiler Attendant(Class-I),Electrician,Forman, Machine Operator, Chemist,Department Incharge Supervisor,Draftsman, Finishing House Mistry, Chargemen Instrument Section,Chargemen carpentry Shop, Workshop Chargeman, Chargemen Civil Construction, Chargemen Transport, Chargemen Mechanical, Chargemen Electrical Section.	
II	Skilled :	136.50
	Boiler Attendant (Class II), Digester Attendant, Carpenter, Fitter, Pressman, Wireman (First Class), Mechanic, Welder, Crane Operator, Driver, Plumber, Nurse, Laboratory Tester, Turner, Blacksmith, Painter, Leather man, Finisher, Beater man, Calendar man, Pulper Machine man, Winder (Litter Rewinder machine man), Sorter, Cutter Machineman, Tinsmith, Driller, Shaper, Planner, Evaporator Operator, Recovery Boiler Operator, Roaster and Smelter Operator, Recaustasing Operator, Lime Reburning Operator,	

1

2

3

III Semi-skilled :

134.90

Willow man, Pump Attendant, Steam Controller, Gardener, Cooks, Wireman (Second Class), Head Watchman/ Watch and Ward Jamadar, Pulp and Paper Tester, Fireman, Paper and Board Section Machine Attendant, Finishing Plant Attendant, Pump Attendant, Chemical Treatment and Classification Attendant Electrician / Electrical Assistant, Coal Crushing and Oil Burner Attendant, Assistant Turner, Assistant Welder, Assistant Driller, Assistant Planner, Assistant Shaper, Compressor Attendant, Armour man, Wood Grinder Attendant, Hoist Operator, Sample man, Board Finisher, Band Saw Cutter Attendant, Roll man.

IV Unskilled :

133.60

Heavy Duty Labourer, Cross Cutter, Scaler (Kantawala), Chipping Labourer, Digester Labourer, Washing and Cleaning Labourer, Straining Labourer, Knitter, Screening and Cleaning Labourer, Bleaching and Cleaning Labourer, Hydra pulper and Pulper Labourer, Wood Grinding Labourer, Stock Preparation Labourer, Chemical Preparation and Fiber Recovery Labourer, Peter Labourer, Paper and Board Machine Section, Labourer, Kneader Labourer, Finishing Plant Labourer, Sheet and Package Weight Labourer, Label man, Finishing and Packaging House Labourer, Warehouse and Dispatch Labourer, Recovery Boiler Raiser and Smelter Labourer, recausticizing Labourer, Lime Reburning Labourer, Cartman, Chemical Treatment and Classification Labourer, Turbine Distribution Board, Switchgear or Panel Labourer, Maker, Oilman, Mould Sticking

1	2	3
	<p>Labourer, Saw Grinding Labourer, Laboratory Labourer, Watchman, Mukadam, Fitter Turners Welders Blacksmith, Carpenter and other Labourer, helping such other skilled Employees. Machine Operator and Machine man's Labourer, Colour Waste Paper or Straw Sorter, Garden Labourer, Band Saw Labourer, Labourer, Peon, Sweeper, Fibre and Dusting Labourer Waste Paper Labourer, Raw Material Labourer, Bamboo Carrier Labourer, Evaporator Labourer, Material Handling Labourer, Water Supply and Treatment Labourer, Coal Labourer, Repair Shop and Maintenance Labourer, Canteen Boy, Office Boy, Guest House Labourer, Store Labourer.</p>	
V Clerical-A :		138.80
	<p>Accountant, Time Keeper, Store Keeper, Stenographer, Office Superintendent / Head Clerk, Cashier</p>	
Clerical-B :		136.00
	Clerk, Typist, Clerk-cum-Typist	

Explanation for the purpose of this Notification:-

- (1) The entire State shall be treated as one Zone.
- (2) In case of an employee employed on piece rate basis, the minimum rate of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.
- (3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

- (4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.
- (5) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.
- (6) Male and female employees should be given equal wages for equal work.
- (7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,
Deputy Secretary to Government.

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EXTRA No. 27/36

POSTAL REGISTRATION
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and Gujarat Industrial Relations Act.**

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, dated 9th June, 2008.

MINIMUM WAGES ACT, 1948.

No.KHR-98 -MWA-102008-302-M(2):-The following draft of a notification which is proposed to be issued under clause (b) of sub-section (1) of Section 3 read with clause (b) of sub section (1) of Section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948. (XI of 1948) (hereinafter referred to as "the said Act"), for revising the minimum rates of wages payable to the employees employed in the scheduled Employment in any residential hotel,

I-L-Extra—27/36

27/36-1

restaurant or eating house as defined in the Bombay Shops and Establishments Act, 1948 covered under entry 13 in Part-I of the Schedule to the said Act, specified in the schedule annexed to this draft notification ("hereinafter referred to as the said scheduled employment") in the whole of State of Gujarat is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act, for the information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration by the Government of Gujarat on or after the expiry of two months from the date of its publication in the *Official Gazette*.

Any objections or suggestions which may be received by the Principal Secretary, Labour and Employment Department, Block No.5, 6th floor, Sachivalaya, Gandhinagar from any person in respect of the said draft notification on or before the expiry of the aforesaid period will be taken into consideration by the Government.

DRAFT NOTIFICATION

No. KHR-98-MWA-102008-302-M (2) : In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (b) of sub-section (1) of section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/ 127/MWA/1097/1619/(37) M(2) dated the 25th April, 1997 the Government of Gujarat hereby revises the minimum rates of wages in respect of employees employed in the said scheduled employments in the whole of the State of Gujarat so as to consist of;

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column-2 thereof; and
- (b) a special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that;-

- (i) for the rise of every five points over the cost of living index number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
- (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month;

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in any residential hotel, restaurant or eating house as defined in Bombay Shops and Establishments Act, 1948.

Sr. No.	Class of Employees	Rates payable per day (Rs.)		
		Zone-I	Zone-II	Zone-III
1	2	3	4	5
I	Skilled :	137.60	136.90	136.20
	Samosawala, Faloodawala, Omletwala, Chef-Tea-Maker, Dhosawala, Tandur Rotiwala, Bhajiwala, Ice-cream Maker, Sweet, Meat or Farsan Maker (Malwala), Wimuman, Head Cook or Cook, Maharaj, Aachari, Ustad, Babarchi, Khanasama, Manager, Accountant, Clerk, Store Keeper (who keeps the account of the Store), Mistry, Cashier, Supervisor, Receptionist, House Keeper, Head Waiter, Butler, Steward, Head Pantryman, Telephone Operator, Electrician, Carpenter, Tailor, Gardener, who is doing tree work of planting.			

1	2	3	4	5
II	Semi-skilled :	136.50	135.80	135.40
	Assistant Manager, Assistant Malwala, Rotiwala, Chapatiwala, Puriwala, Pantry man who prepares Sandwiches, Toast Etc. Tea and Coffee Maker (Ordinary), Assistant Cook, Market man, Pumpman, Gas Filler, Syrup and lassi-wala and Salesman, Vendor (Keeping Account), Orderwala (Shouting Bills or Writing Bills), Kababwala, Bhelpuriwala			
III	Unskilled :	135.10	134.40	134.00
	Gate Boy, Game Boy, Bell Boy, Room Boy, Tea Boy, Glass Boy, Dish Boy, Water Boy, Order Boy, Pantry Boy, Kitchen Boy, Office Boy, Message Boy, Soda Fountain Boy, Billiard Boy, Cleaner, Sweeper, Hamal, Jamadar, Coolie, Mazdoor Chhokara, Platewala, Pani - Kachumerwala, Paniwala, Cupwala, Chowkiwala, Room Boy not doing the work of waiter, Dishwala, Moriwala, Kholiwala, Vasanwala, Dish Filler, Grain Cleaner, Man or Female Miscellaneous Workers e.g. Doing all or some of the jobs of an unskilled nature, Vendors (Ferias) or Babarwalas not working on commission basis and not entrusted with the responsibilities of accounts			

The amendment made for computation of cash value vide Labour & Employment Department's Notification No. KHR/217 / 2001 / MWA / 1097-833-M(2) dated 15th December, 2001 is applicable.

Explanation for the purpose of this Notification:-

(1) (a) Zone 1 shall comprise the area within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporation Act, 1949 and the areas falling within a peripheral distance of 10 kilometers from the aforesaid limits.

(b) Zone-II comprise all the areas within the limits of the towns cities having a population of one lac and above according to the figures of latest census available and the areas-falling within a peripheral distance of five kilometers from the aforesaid limit.

(C) Zone-III shall comprise all the areas in the State of Gujarat other than those not included in Zone-I and Zone-II.

(2) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.

(3) The University Campus, the Agricultural University Campus and the Cantonment Area shall pay the minimum rates of wages of the scheduled employment of the nearest Zone.

(4) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if he works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

(5) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.

(6) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.

(7) Male and female employees should be given equal wages for equal work.

(8) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,
Deputy Secretary to Government.

EXTRA No. 27/37

POSTAL REGISTRATION
No. VDR-E/14/2006-2008



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Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act.

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, dated 9th June, 2008.

MINIMUM WAGES ACT, 1948.

No. KHR-99-MWA-102008-302-M (2) :- The following draft of a notification which is proposed to be issued under clause (b) of sub-section (1) of Section 3 read with clause (b) of sub-section (1) of Section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948. (XI of 1948) (hereinafter referred to as "the said Act"), for revising the minimum rates of wages payable to the employees employed in the scheduled Employment in any rice mill,

flour mill or dal mill covered under entry 2 in Part-I of the Schedule to the said Act, specified in the schedule annexed to this draft notification ("hereinafter referred to as the said scheduled employment") in the whole of the State of Gujarat is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act, for the information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration by the Government of Gujarat on or after the expiry of two months from the date of its publication in the *Official Gazette*.

Any objections or suggestions which may be received by the Principal Secretary, Labour and Employment Department, Block No.5, 6th floor, Sachivalaya, Gandhinagar, from any person in respect of the said draft notification on or before the expiry of the aforesaid period will be taken into consideration by the Government.

DRAFT NOTIFICATION

No. KHR- 99- MWA-102008-302-M(2) : In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (b) of sub-section (1) of section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No.KHR/128/MWA/1097/1619/(38) M(2) dated the 25th April, 1997 the Government of Gujarat hereby revises the minimum rates of wages in respect of employees employed in the said scheduled employments in the whole of the State of Gujarat so as to consist of;

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column-2 thereof; and
- (b)a special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that:-

- (i) for the rise of every five points over the cost of living index number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
- (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month;

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in any rice mill, flour mill or dal mill.

Sr. No.	Classes of Employees	Rates payable per day (Rs.)		
		Zone-I	Zone-II	Zone-III
1	2	3	4	5
I	Skilled :	137.70	136.90	136.20
	Engineer, Miller, Supervisor, Turners, Mechanics, Fitters, Engine Driver, Boiler Attendants, Mistries, Carpenters, Carpenters Mistries, Blacksmiths, Measons, Electricians, (with Diploma), Roll Grovers, Machine Operators, Painters Mukadams, Plantmen, Tailors.			
II	Semi-Skilled :	136.50	135.60	135.10
	Oilers, Silkmen, Rollerman, Purifiers, Assistant Fitters, Electricians (without Diploma), Pumpman, Binmen, Motor Attendant, Sewers, Watchman / Jamadars (with training in Fire squads), Mochies, Hammermen, purifiers, Jiggars, Rope Splioers, Washer Machineman.			

1	2	3	4	5
III	Unskilled :	135.60	134.70	134.00
	Misturers, Packers, Shaftmen, Cleaners, Firemen, Coalmen, Truckmen, Fill Attendants, White Washers (Painter), Watchmen, Jamadars, Hamals, Stackers, Machine Cleaners, Sweepers, Mazdoors.			

Explanation for the purpose of this Notification:-

(1) (a) Zone 1 shall comprise the area within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporation Act, 1949 and the areas falling within a peripheral distance of 10 kilometers from the aforesaid limits.

(b) Zone-II comprise all the areas within the limits of the towns cities having a population of one lac and above according to the figures of latest census available and the areas-falling within a peripheral distance of five kilometers from the aforesaid limit,

(c) Zone-III shall comprise all the areas in the State of Gujarat other than those not included in Zone-I and Zone-II.

(2) In case of an employee employed on piece rate basis, the minimum rate of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily waghes fixed for the class of employees to which he belongs.

(3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

(4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.

(5) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.

(6) Male and female employees should be given equal wages for equal work.

(7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs, plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,
Deputy Secretary to Government.

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Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act.

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, dated 9th June, 2008.

MINIMUM WAGES ACT, 1948.

No. KHR-100-MWA-102008-302-M(2) :-The following draft of a notification which is proposed to be issued under clause (b) of sub-section (1) of Section 3 read with clause (b) of sub-section (1) of Section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948. (XI of 1948) (hereinafter referred to as "the said Act"), for revising the minimum rates of wages payable to the employees employed in the scheduled Employment in Roofing Tiles manufacturing covered under entry 48 in Part-I of the Schedule to the said Act,

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27/38-1

specified in the schedule annexed to this draft notification ("hereinafter referred to as the said scheduled employment") in the whole of the State of Gujarat is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act, for the information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration by the Government of Gujarat on or after the expiry of two months from the date of its publication in the *Official Gazette*.

Any objections or suggestions which may be received by the Principal Secretary, Labour and Employment Department, Block No.5, 6th floor, Sachivalaya, Gandhinagar from any person in respect of the said draft notification on or before the expiry of the aforesaid period will be taken into consideration by the Government.

DRAFT NOTIFICATION

No. KHR-100-MWA-102008-302-M(2) : In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (b) of sub-section (1) of section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No.KHR/ 129/MWA/1097/1619/(39) M(2) dated the 25th April, 1997 the Government of Gujarat hereby revises the minimum rates of wages in respect of employees employed in the said scheduled employments in the whole of the State of Gujarat so as to consist of;

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column-2 thereof ;and
- (b) a special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that;-
 - (i) for the rise of every five points over the cost of living index number 2935 or over any such number which is greater than 2935 applicable

to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;

- (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month;

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in Roofing Tiles manufacturing :

Sr. No.	Class of Employees	Rates payable per day (Rs.)
1	2	3
I	Skilled :	136.00
	Mistry, Mechanic.	
II	Semi-skilled :	134.50
	Dieman, Fireman, Fitter, Driver, Bhathathi Gothavanar, Electrician, Mukadam.	
III	Unskilled :	132.60
	Peon, Watchman, Sweeper, Labeller, Helper, Press Operator, Pag Mill Operator, Blunger Operator, Thelpawala, Finher, Sarvawala (Tiles), Sorter (Kachcha-Pakka Tiles), Sarvawala, (Tiles in Bhatti).	
IV	Supervisory and Clerical Staff	136.00

Explanation for the purpose of this Notification:-

- (1) The entire State shall be treated as one Zone.
- (2) In case of an employee employed on piece rate basis, the minimum rate of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.
- (3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if he works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.
- (4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.
- (5) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.
- (6) Male and female employees should be given equal wages for equal work.
- (7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,

Deputy Secretary to Government.



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IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act.

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, dated 9th June, 2008.

MINIMUM WAGES ACT, 1948.

No.KHR-101 -MWA-102008-302-M(2):-The following draft of a notification which is proposed to be issued under clause (b) of sub-section (1) of Section 3 read with clause (b) of sub-section (1) of Section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948. (XI of 1948) (hereinafter referred to as "the said Act"), for revising the minimum rates of wages payable to the employees employed in Employment in Rubber and Rubber Products including Artificial Rubber Products Manufacturing covered under entry 43 in

Part-I of the Schedule to the said Act, specified in the schedule annexed to this draft notification ("hereinafter referred to as the said scheduled employment") in the whole of the State of Gujarat is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act, for the information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration by the Government of Gujarat on or after the expiry of two months from the date of its publication in the *Official Gazette*.

Any objections or suggestions which may be received by the Principal Secretary, Labour and Employment Department, Block No.5, 6th floor, Sachivalaya, Gandhinagar from any person in respect of the said draft notification on or before the expiry of the aforesaid period will be taken into consideration by the Government.

DRAFT NOTIFICATION

No.KHR-101- MWA-102008-302-M(2) : In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (b) of sub-section (1) of section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No.KHR/130/MWA/1097/1619/(40) M(2) dated the 25th April, 1997 the Government of Gujarat hereby revises the minimum rates of wages in respect of employees employed in the said scheduled employments in the whole of the State of Gujarat so as to consist of;

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column-2 there of ;and
- (b) A special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that;-

- (i) for the rise of every five points over the cost of living index number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
- (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month;

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in Rubber and Rubber Products including Artificial Rubber Products manufacturing industry.

Sr. No.	Classes of Employees	Rates payable per day (Rs.)
1	2	3
I	Skilled : Machine Operator, Calendar and Cutting Machine, Press Operator (Vulcanizing), Mixing Machineman, Fitter, Binder, Welder, Carpenter.	139.10
II	Semi-skilled : Boiler Attendant, Calendar Helper, Mixing Mill Helper, Turner Helper.	136.20
III	Unskilled : Mazdoor, Watchman, Sweeper, Peon	133.30
IV	Clerical-A : Supervisor, Accountant, Time Keeper, Store Keeper, Stenographer, Cashier.	144.90
V	Clerical-B : Clerk, Typist, Clerk cum Typist	140.50

Explanation for the purpose of this Notification:-

- (1) The entire State shall be treated as one Zone.
- (2) In case of an employee employed on piece rate basis, the minimum rate of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.
- (3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if he works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.
- (4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.
- (5) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.
- (6) Male and female employees should be given equal wages for equal work.
- (7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat.

A. M. KADRI,

Deputy Secretary to Government.

EXTRA No. 27/40

POSTAL REGISTRATION
No. VDR-E/14/2006-2008



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IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act.

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, dated 9th June, 2008.

MINIMUM WAGES ACT, 1948.

No.KHR-102 -MWA-102008-302-M(2) :-The following draft of a notification which is proposed to be issued under clause (b) of sub-section (1) of Section 3 read with clause (b) of sub-section (1) of Section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948. (XI of 1948) (hereinafter referred to as "the said Act"), for revising the minimum rates of wages payable to the employees employed in the scheduled Employment in salt pan

industry covered under entry 17 in Part-I of the Schedule to the said Act, specified in the schedule Annexed to this draft notification ("hereinafter referred to as the said scheduled employment") in the whole of the State of Gujarat is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act, for the information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration by the Government of Gujarat on or after the expiry of two months from the date of its publication in the *Official Gazette*.

Any objections or suggestions which may be received by the Principal Secretary, Labour and Employment Department, Block No.5, 6th floor, Sachivalaya, Gandhinagar from any person in respect of the said draft notification on or before the expiry of the aforesaid period will be taken into consideration by the Government.

DRAFT NOTIFICATION

No. KHR-102-MWA-102008-302-M(2) :- In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (b) of sub-section (1) of section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No.KHR/131/MWA/1097/1619/(41) M(2) dated the 25th April, 1997 the Government of Gujarat hereby revises the minimum rates of wages in respect of employees employed in the said scheduled employments in the whole of the State of Gujarat so as to consist of;

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column-2 thereof; and
- (b) A special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that:-
 - (i) for the rise of every five points over the cost of living index number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special

allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;

- (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month;

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in salt pan industry :

Sr. No.	Classes of Employees	Rates payable per day (Rs.)
1	2	3
I	Skilled :	143.50
	Mistry, Carpenter, Plumber, Blacksmith, Mechanic, Turner, Fitter, Welder, Meson, Drivers (Loco, Engine, Pump, Motor and Trucks), Supervisor, Clerk, Accountant, Cashier, Electrician, Foreman.	
II	Semi-skilled :	141.90
	Mukadam Tally Clerk, Degree man, Earner man or Navghani, Lineman or Gang man (Trolley Clerk), Assistant to Fitter, Pumpman, Oilman, Brine man (Employee Testing Brine), Kantawala.	
III	Unskilled :	140.60
	Majdoor, Sweeper, Mail, Cleaner, Sathi, Peon, Watchman, Gunni Bag Sticher	

Explanation :

- (1) In the case of an employee employed on piece rate basis, the minimum rates of remuneration payable to him shall be not less than the minimum rates of wages plus special allowance fixed for the class of employees to which he belongs.
- (2) (a) The basic rate of wages payable to the employee in the case of inland saltworks where the system of piece rate prevails and the workers are paid on the basis of salt manufactured by them at the end of manufacturing season shall be as follows –

Per 30 Kg. of salt manufactured which shall include the work relating the preliminary operations at the beginning of the season till the salt is manufactured.
 - (1) Rs. 2.72 If the employments are provided by the employer.
 - (2) Rs. 4.10 If the cost of employments is borne by the workers.
- (b) The employees engaged on piece-rate basis in inland salt works shall be paid such amount of special allowance, which bears the same ratio to the amount of wages payable to such employee on a piece rate basis, as the rate of special allowance payable to a semi-skilled employee employed on time-rate basis bears to rate 3 of basic wages payable to such semi-skilled employees.

Explanation for the purpose of this Notification-

- (1) The entire State shall be treated as one Zone.
- (2) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.
- (3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

- (4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.
- (5) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.
- (6) Male and female employees should be given equal wages for equal work.
- (7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,
Deputy Secretary to Government.

PRINTED AT THE GOVERNMENT PRESS, VADODARA.

EXTRA No. 27/41

POSTAL REGISTRATION
No. VDR-E/14/2006-2008



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PART I-L

Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act.

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, dated 9th June, 2008.

MINIMUM WAGES ACT, 1948.

No.KHR-103 -MWA-102008-302-M (2):-The following draft of a notification which is proposed to be issued under clause (b) of sub-section (1) of Section 3 read with clause (b) of sub-section (1) of Section 5 and clause (1) of sub-section (1) of section 4 of the Minimum Wages Act, 1948: (XI of 1948) (hereinafter referred to as "the said Act"), for revising the minimum rates of wages payable to the employees employed in the scheduled Employment in Soap making

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industry covered under entry 25 in Part-I of the Schedule to the said Act, specified in the schedule annexed to this draft notification ("hereinafter referred to as the said scheduled employment") in the whole of State of Gujarat is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act, for the information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration by the Government of Gujarat on or after the expiry of two months from the date of its publication in the *Official Gazette*.

Any objections or suggestions which may be received by the Principal Secretary, Labour and Employment Department, Block No.5, 6th floor, Sachivalaya, Gandhinagar from any person in respect of the said draft notification on or before the expiry of the aforesaid period will be taken into consideration by the Government.

DRAFT NOTIFICATION

No.KHR-103-MWA-102008-302-M(2) : In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (b) of sub-section (1) of section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No.KHR/132 / MWA/1097/1619/(42) M(2) dated the 25th April, 1997 the Government of Gujarat hereby revises the minimum rates of wages in respect of employees employed in the said scheduled employments in the whole of the State of Gujarat so as to consist of;

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column-2 thereof ;and
- (b) A special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that;-

- (i) for the rise of every five points over the cost of living index number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
- (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month;

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in Soap making industry :

Sr. No.	Classes of Employees	Rates payable per day (Rs.)	
		Zone-I	Zone-II
1	2	3	4
I	Skilled :	140.30	137.30
	Qualified Chemist, Accountant (Book Keeper), Salesman, Driver.		
II	Semi-skilled :	137.30	135.80
	Furnace man		
III	Unskilled :	135.80	134.30
	All other Workers		

Explanation for the purpose of this Notification:-

- (1) (a) Zone I shall comprise the area within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporation Act, 1949 and the areas falling within a peripheral distance of 10 kilometers from the aforesaid limits.

- (b) Zone-II comprise all the areas within the limits of the towns cities having a population of one lac and above according to the figures of latest census available and the areas-falling within a peripheral distance of five kilometers from the aforesaid limit,
- (2) In case of an employee employed on piece rate basis, the minimum rate of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.
- (3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the works up to four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.
- (4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.
- (5) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.
- (6) Male and female employees should be given equal wages for equal work.
- (7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,

Deputy Secretary to Government.

EXTRA No. 27/42

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IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act.

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, dated 9th June, 2008.

MINIMUM WAGES ACT, 1948.

No.KHR-104-MWA-102008-302-M(2):-The following draft of a notification which is proposed to be issued under clause (b) of sub-section (1) of Section 3 read with clause (b) of subsection (1) of Section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948. (XI of 1948) (hereinafter referred to as "the said Act"), for revising the minimum rates of wages payable to the employees employed in the scheduled Employment in stone breaking or stone crushing covered under entry 8 in Part-I of the Schedule to the said Act, specified

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27/42-1

in the schedule annexed to this draft notification ("hereinafter referred to as the said scheduled employment") in the whole of the State of Gujarat is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act, for the information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration by the Government of Gujarat on or after the expiry of two months from the date of its publication in the *Official Gazette*.

Any objections or suggestions which may be received by the Principal Secretary, Labour and Employment Department, Block No.5, 6th floor, Sachivalaya, Gandhinagar from any person in respect of the said draft notification on or before the expiry of the aforesaid period will be taken into consideration by the Government.

DRAFT NOTIFICATION

No.KHR-104- MWA-102008-302-M(2) : In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (b) of sub-section (1) of section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No.KHR/133/MWA/1097/1619/(43)/M(2) dated the 25th April, 1997 the Government of Gujarat hereby revises the minimum rates of wages in respect of employees employed in the said scheduled employments in the whole of the State of Gujarat so as to consist of;

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column-2 thereof ;and
- (b) A special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that ;
 - (i) for the rise of every five points over the cost of living index number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;

- (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month;

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in stone breaking or stone crushing :

Sr. No.	Classes of Employees	Rates payable per day (Rs.)		
		Zone-I	Zone-II	Zone-III
1	2	3	4	5
I	Skilled : Engine Driver, Fitter, Turner, Molder, Blacksmith, Qualified Wireman, Compressor Driver, Tractor Driver, Clerk, Blasters, Stone Cutter.	136.50	135.60	134.70
II	Semi-skilled : Tapghar (Stone Breaker) Head Lineman (Truck), Mukadam Driver,	134.30	133.30	132.50
III	Unskilled : Loaders, Falk man, Cleaner, Oilman, Coolies, Pump Attendants, Sweepers, Peons, Office Boy.	133.00	132.20	131.10

Explanation for the purpose of this Notification:-

- (1) (a) Zone 1 shall comprise the area within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporation Act, 1949 and the areas falling within a peripheral distance of 10 kilometers from the aforesaid limits.

- (b) Zone-II comprise all the areas within the limits of the towns cities having a population of one lac and above according to the figures of latest census available and the areas-falling within a peripherial distance of five kilometers from the aforesaid limit,
 - (c) Zone-III shall comprise all the areas in the State of Gujarat other than those not included in Zone-I and Zone-II.
- (2) The minimum rates of wages for employees doing the similar work like the employment of public Motor Transport shall be paid the similar wages
 - (3) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.
 - (4) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.
 - (5) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.
 - (6) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.
 - (7) Male and female employees should be given equal wages for equal work.
 - (8) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,
Deputy Secretary to Government.

EXTRA No. 27/43

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IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act.

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, dated 9th June, 2008.

MINIMUM WAGES ACT, 1948.

No.KHR-105-MWA-102008-302-M(2):-The following draft of a notification which is proposed to be issued under clause (b) of sub-section (1) of Section 3 read with clause (b) of sub section (1) of Section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948. (XI of 1948) (hereinafter referred to as "the said Act"), for revising the minimum rates of wages payable to

the employees employed in the scheduled Employment in Sugar Industry covered under entry 36 in Part-I of the Schedule to the said Act, specified in the schedule annexed to this draft notification ("hereinafter referred to as the said scheduled employment") in the whole of State of Gujarat is here by published as required by clause (b) of sub-section (1) of section 5 of the said Act, for the information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration by the Government of Gujarat on or after the expiry of two months from the date of its publication in the *Official Gazette*.

Any objections or suggestions which may be received by the Principal Secretary, Labour and Employment Department, Block No.5, 6th floor, Sachivalaya, Gandhinagar from any person in respect of the said draft notification on or before the expiry of the aforesaid period will be taken into consideration by the Government.

DRAFT NOTIFICATION

No.KHR-105-MWA-102008-302-M(2) : In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (b) of sub-section (1) of section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No.KHR/134/MWA/1097/1619/(44) M(2) dated the 25th April, 1997 the Government of Gujarat hereby revises the minimum rates of wages in respect of employees employed in the said scheduled employments in the whole of the State of Gujarat so as to consist of;

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column-2 thereof; and
- (b) A special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that:-

- (i) for the rise of every five points over the cost of living index number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
- (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month;

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in Sugar Industry :

Sr. No.	Classes of Employees	Rates payable per day (Rs.)
1	2	3
I	Highly Skilled :	139.10
	Laboratory Bench Chemist, Boiler Attendant, Head Fitter, Draftsman II, Pattern Maker I, Instrument Mechanic (Certificate from I.T.I), Mechanic I.	
II	Skilled :	137.60
	Pan man, Manufacturing Assistant, Assistant Pan man, Evaporator Operator, Laboratory Assistant, Overseer (Unqualified), Electrician, Armature Winder, Fitter, Turner, Welder, Pattern Maker II, Molder, Line Overseer, Wireman, Machinist, Blacksmith, Head Khalashi, Switch Board Attendant, Engine Driver I, Tinsmith, Coppersmith, Carpenter, Can Unloader Operator, Permanent Way Inspector, Mechanic II, Steam Loco Driver, Driver, Tractor Driver, Trolley Line Mistry, Diesel Loco Driver, Mason.	

1

2

3

III Semi-skilled :

136.20

Mescarton Attendant, Molasses Recorder, Juice Recorder, P. H. Recorder (Phydrosen Ion Concentration), Male Tailor, Juice Heater Attendant, Clarifier Attendant, Rotary Vacuum filter Attendant, Centrifugal Operator, Laboratory Boy, Bag Printing Machine Operator, Bag Sewing Machine Operator, ION Exchange Water Treatment Operator, Filter Cloth Washing Machine Operator, Electrical Helper, Engine Drive II, Belt man, Khalashi, Fireman, Pumpman, Motor Attendant, Oilman, Hammer man, Painter, Fitter Helper, Water Attendant, Tipper man, Cane Development Kamar, Loco Foreman, Trolley Line Mukadam, Building Mukadam, Guard, Sweeper, Jamadar, Jamadar, Store Boy.

IV Unskilled :

135.10

Juice Helper Mazdoor, Sulphur Over Mazdoor, Palledar / Hamal, Marker, Sample Boy, Mazdoor, Winder man, Watchman, Sweeper, Points man, Trolleyman, Cleaner, Mali, Guest House Attendant, Cook, Pujasm.

V Clerical :

139.10

Cane Head Clerk, Cane Accountant, Center Incharge, Cane yard Supervisor, Yard Foreman, Wighment Supervisor, Assistant Cane Head Clerk, Share Accountant, Cashier, Sectional Incharge, Stenographer Grade I and II, Store Keeper Grade-I, Head Time Keeper Grade-II, Security Officer Grade I, Sugar Godown Keeper Grade II, Assistant Store Keeper Grade III, Assistant Godown Keeper III, Security Inspector Grade III, Sanitary Inspector Grade III, Typist, Time Keeper, Tracer, Daftary,

1

2

3

Compounder Nurse, Midwife, Accounts Clerk, Time Office Clerk, Building Labour, Time Keeper, Sales Incharge, Cane Inspector, Assistant Cashier, Supervisor Grade III, Challan Incharge, Store Purchaser Grade III, Railway Clerk, Sugar Godown Clerk, Store Clerk, Sales Clerk, Payment Clerk, Record Keeper, Telephone Operator, Job Clerk, Manufacturing Engineering Clerk, Building Clerk, General Clerk, Weigh man Clerk, Sheet Writing Clerk, Tool Room Clerk, Receipt and Dispatch Clerk, Stationery Clerk, Sugar House Clerk, Canteen Clerk, Gate Clerk, Tally Clerk, Token Clerk, Purja Clerk, Checker Fuel Clerk.

VI Supervisory :

140.50

Manufacture Chemist, Laboratory Incharge, Laboratory Bench Chemist, Head Panman, Pan Incharge, Assistant Engineer (Mechanical), Assistant Engineer (Electrical), Workshop Engineer, Foreman (Mechanical), Draftsman I, Foreman (Electrical), Overseer, Cane Development Officer, Assistant Cane Development Officer, Cane Superintendent, Labour Officer, Welfare Officer, Factory Railway Superintendent, Motor / Tractor Foreman, Civil Engineer A-I & A-II, Office Superintendent, Accountant, Loco Foreman, Medical Officer, Personal Secretary, Sales Manager, Assistant Sales Manager, Store Purchase Officer, Assistant Works Manager, Transport Superintendent, Assistant Transport Superintendent.

Explanation for the purpose of this Notification:-

- (1) The entire State shall be treated as one Zone.
- (2) In case of an employee employed on piece rate basis, the minimum rate of wages shall be so fixed that the minimum rates of wages plus special

allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.

(3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if he works up to four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

(4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.

(5) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.

(6) Male and female employees should be given equal wages for equal work.

(7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,

Deputy Secretary to Government.

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IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act.

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, dated 9th June, 2008.

MINIMUM WAGES ACT, 1948.

No.KHR-106 -MWA-102008-302-M(2) :-The following draft of a notification which is proposed to be issued under clause (b) of sub-section (1) of Section 3 read with clause (b) of sub-section (1) of Section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948. (XI of 1948) (herein after referred to as "the said Act"), for revising the minimum rates of wages payable to the employees employed in the scheduled Employment in tanneries and leather manufactory covered under entry 12 in Part-I of the Schedule to the said Act,

specified in the schedule annexed to this draft notification ("hereinafter referred to as the said scheduled employment") in the whole of State of Gujarat is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act, for the information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration by the Government of Gujarat on or after the expiry of two months from the date of its publication in the *Official Gazette*.

Any objections or suggestions which may be received by the Principal Secretary, Labour and Employment Department, Block No.5, 6th floor, Sachivalaya, Gandhinagar, from any person in respect of the said draft notification on or before the expiry of the aforesaid period will be taken into consideration by the Government.

DRAFT NOTIFICATION

No.KHR-106- MWA-102008-302-M(2) : In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (b) of sub-section (1) of section 5 and clause (i) of sub-section (1) of section 4, of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No.KHR/135/MWA/1097/1619/(45) M(2) dated the 25th April, 1997 the Government of Gujarat hereby revises the minimum rates of wages in respect of employees employed in the said scheduled employments in the whole of the State of Gujarat so as to consist of;

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column-2 thereof ;and
- (b) a special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that;
 - (i) for the rise of every five points over the cost of living index number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;

- (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month;

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in tanneries and leather manufactory :

Sr. No.	Classes of employees	Rates payable . per day (Rs)	
		Zone -I 3	Zone - II 4
I	2		
I	Skilled :	138.90	137.80
	Mechanics (Sanchawalas), Assistant Mechanics, Ring Makers Mistry (Cutter), Person Employed in Staking, Splitting, Glazing, Shaving, Rolling, Fleshing with Machine or otherwise.		
II	Semi-skilled :	137.80	137.10
	Shoes Makers, Dyers, Stichers, Polishers, Man Incharges of the Drums, Tableman, Persons employed in Sewing, Belt Finishing, Nailing, . Hydraulic Press, Harness and Sole Setting Department, Stiching		
III	Unskilled :	137.10	136.30
	Machine Helpers, Tab Yard Workers, Line Yard Workers, Cartmen, Milkatman, Lace Cutters, Workers Preparing Bolts, Workers doing Repairing Works, Workers is Beltingand Buffers, Other Miscellaneous Workers		

Explanation for the purpose of this Notification:-

- (1) (a) Zone 1 shall comprise the area within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporation Act, 1949 and the areas falling within a peripheral distance of 10 kilometers from the aforesaid limits.
(b) Zone-II comprise all the areas within the limits of the towns cities having a population of one lac and above according to the figures of latest census available and the areas-falling within a peripheral distance of five kilometers from the aforesaid limit,
- (2) In case of an employee employed on piece rate basis, the minimum rate of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.
- (3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if he works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.
- (4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.
- (5) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.
- (6) Male and female employees should be given equal wages for equal work.
- (7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,
Deputy Secretary to Government.



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PART I-L

Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act.

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, dated 9th June, 2008.

MINIMUM WAGES ACT, 1948.

No.KHR-107-MWA-102008-302-M(2):- The following draft of a notification which is proposed to be issued under clause (b) of sub-section (1) of Section 3 read with clause (b) of sub-section (1) of Section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948. (XI of 1948) (hereinafter referred to as "the said Act"), for revising the minimum rates of wages payable to the employees employed in the scheduled Employment in any tobacco (Including bidi making) manufactory covered under entry 3 in I-L-Extra—27/45

Part-I of the Schedule to the said Act, specified in the schedule annexed to this draft notification ("hereinafter referred to as the said scheduled employment") in the whole of State of Gujarat is here by published as required by clause (b) of sub-section (1) of section 5 of the said Act, for the information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration by the Government of Gujarat on or after the expiry of two months from the date of its publication in the *Official Gazette*.

Any objections or suggestions which may be received by the Principal Secretary, Labour and Employment Department, Block No.5, 6th floor, Sachivalaya, Gandhinagar from any person in respect of the said draft notification on or before the expiry of the aforesaid period will be taken into consideration by the Government.

DRAFT NOTIFICATION

No.KHR-107-MWA-102008-302-M(2) : In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (b) of sub-section (1) of section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No.KHR/136/MWA/1097/1619/(46) M(2) dated the 25th April, 1997 the Government of Gujarat hereby revises the minimum rates of wages in respect of employees employed in the said scheduled employments in the whole of the State of Gujarat so as to consist of;

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column-2 thereof; and
- (b) a special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that:-
 - (i) for the rise of every five points over the cost of living index number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;

- (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month;

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in tobacco (including bidi making) manufactory :

Sr. No.	Classes of employees	Rates payable . per day (Rs)	
		Zone -I 3	Zone - II 4
1	2		
1	Bidi Makers for Making 1000 Bidiies		
	(a) Asotari Bidiies (Asta Bidiies) and Double Nakh Bidiies	132.50	132.00
	(b) Single Nakh Bidiies (Sadi Bidiies)	132.00	131.60
2	Accountants	138.70	137.10
3	Motor Vehicle Drivers	137.10	137.10
4	Clerks	137.10	136.30
5	Employees Attending to Power aid Mills (Machine Attendant) and Tobacco Grinder (where Tobacco is Ground by Hand Operated Machine)	135.40	134.30
6	Motor Vehicle Cleaners	134.50	134.50
7	Employees Attending to Poweraid Grinding Machines (Attendants)	135.40	134.30
8	Bidi Wrappers, Chowkidar, Packers, Labourers, Tobacco Drivers, Persons doing the work of perfume Mixture and doing the Work of leavening Gadaku Makers, Cleaners of Tobacco and all the other workers who are not Covered under any of the Foregoing Entries.	132.20	131.60

Explanation for the purpose of this Notification:-

(1) (a) Zone I shall comprise the area within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporation Act, 1949 and the areas falling within a peripheral distance of 10 kilometers from the aforesaid limits.

(b) Zone-II comprise all the areas within the limits of the towns cities having a population of one lac and above according to the figures of latest census available and the areas-falling within a peripheral distance of five kilometers from the aforesaid limit,

(2) In case of an employee employed on piece rate basis, the minimum rate of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.

(3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if he works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

(4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.

(5) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.

(6) Male and female employees should be given equal wages for equal work.

(7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.

(8) (a) The Minimum rates are to be paid to the employees where the leaves are supplied by bundles of 25 each.

(b) The Minimum rates include charges for the cutting of leaves and paking of bundles of 25 each.

(c) The employees shall be entitled to get the daily special allowance for making 1000 bidis per day. If the out put of the employee per day is more or less as the case may be, less the special allowance shall be accordingly.

(d) The employees shall be entitled to get the guaranteed wages only where the employer fails to supply sufficient quantity of good raw material (including tobacco leaves) to roll 1000 bidies per day.

(e) Where no raw material is supplied by the employer to the employee and the employer is willing to work and reports for duty of for collecting raw material the employee shall be entitled to get 50 % of the "guaranteed wages".

(f) "The Guaranteed Wages" shall be the average daily wages (Basic rate plus special allowance) of the work done by the employee in last one month.

(g) The employee shall not be entitled to get the guaranteed wages if he earns less than the amount of the guaranteed wages on any day on account of his unwillingness to work for any reason whatsoever.

(h) The employee shall not be entitled to get the guaranteed wages if he fails to make full use of the raw material supplied to him even if the raw material so supplied is not sufficient for rolling 1000 bidis per day.

(i) The Employee who works for more than one employer shall not be entitled to get the guaranteed wages from any one of these employer.

(j) The employee shall not be entitled to get the guaranteed wages if the failure of the employer to supply the raw material is due to fire catastrophe, epidemic, civil commotion of other similar causes are beyond his control.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,
Deputy Secretary to Government.



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PART I-L

**Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act.**

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, dated 9th June, 2008.

MINIMUM WAGES ACT, 1948.

No.KHR-108 -MWA-102008-302-M(2):- The following draft of a notification which is proposed to be issued under clause (b) of sub-section (1) of Section 3 read with clause (b) of sub-section (1) of Section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948. (XI of 1948) (hereinafter referred to as "the said Act"), for revising the minimum rates of wages payable to the employees employed in the scheduled Employment in any tobacco processing Establishment, not covered under Entry No.3 covered

under entry 19 in Part-I of the Schedule to the said Act, specified in the schedule annexed to this draft notification ("hereinafter referred to as the said scheduled employment") in the whole of the State of Gujarat is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act, for the information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration by the Government of Gujarat on or after the expiry of two months from the date of its publication in the *Official Gazette*.

Any objections or suggestions which may be received by the Principal Secretary, Labour and Employment Department, Block No.5, 6th floor, Sachivalaya, Gandhinagar from any person in respect of the said draft notification on or before the expiry of the aforesaid period will be taken into consideration by the Government.

DRAFT NOTIFICATION

No.KHR-108-MWA-102008-302-M(2) : In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (b) of sub-section (1) of section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No.KHR/137/MWA/1097/1619/(47) M(2) dated the 25th April, 1997 the Government of Gujarat hereby revises the minimum rates of wages in respect of employees employed in the said scheduled employments in the whole of the State of Gujarat so as to consist of;

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column-2 thereof ;and
- (ii) a special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that;-
 - (i) for the rise of every five points over the cost of living index number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special

allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;

- (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month;

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in any tobacco processing establishment, (not covered under Entry No.3)

Sr. No.	Classes of employees	Rates payable per day (Rs.)
1	2	3
I	Skilled : Supervisor, Wireman, Fitter.	134.50
II	Semi-skilled : Press Operator, Mukadam, Marker, Fireman, Oilman, Machine Deliverymen.	133.80
III	Unskilled : Mazdoor, Watchman, Miscellaneous Workers.	133.60
IV	Office Staff: Accountant Cashier Clerk, Typist Peon	141.00 138.30 137.10 134.30

Explanation for the purpose of this Notification:-

- (1) The Entire State shall be treated as one Zone.
- (2) In case of an employee employed on piece rate basis, the minimum rate of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.
- (3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if he works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.
- (4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.
- (5) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.
- (6) Male and female employees should be given equal wages for equal work.
- (7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs, plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,

Deputy Secretary to Government.

EXTRA No. 27/47

POSTAL REGISTRATION
No. VDR-E/14/2006-2008



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and Gujarat Industrial Relations Act.

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, dated 9th June, 2008.

MINIMUM WAGES ACT, 1948.

No.KHR-109 -MWA-102008-302-M(2):-The following draft of a notification which is proposed to be issued under clause (b) of sub-section (1) of Section 3 read with clause (b) of sub-section (1) of Section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948. (XI of 1948) (hereinafter referred to as "the said Act"), for revising the minimum rates of wages payable to the employees employed in the scheduled Employment in any woolen, or Shawl

Weaving establishments covered under Entry No. 1 in Part-I of the Schedule to the said Act, specified in the schedule annexed to this draft notification ("hereinafter referred to as the said scheduled employment") in the whole of State of Gujarat is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act, for the information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration by the Government of Gujarat on or after the expiry of two months from the date of its publication in the *Official Gazette*.

Any objections or suggestions which may be received by the Principal Secretary, Labour and Employment Department, Block No.5, 6th floor, Sachivalaya, Gandhinagar from any person in respect of the said draft notification on or before the expiry of the aforesaid period will be taken into consideration by the Government.

DRAFT NOTIFICATION

No.KHR-109- MWA-102008-302-M(2) : In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (b) of sub-section (1) of section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No.KHR/138/MWA/1097/1619/(48) M(2) dated the 25th April, 1997 the Government of Gujarat hereby revises the minimum rates of wages in respect of employees employed in the said scheduled employments in the whole of the State of Gujarat so as to consist of;

(a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column-2 thereof ;and

(b) a special allowance; and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that;-

(i) for the rise of every five points over the cost of living index number 2935 or over any such number which is greater than 2935 applicable

to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;

- (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month;

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in any woolen, carpet making or shawl weaving establishment :

Sr. No.	Classes of employees	Rates payable per day (Rs.)
1	2	3
I	Skilled	143.30
II	Semi-skilled	142.70
III	Unskilled	137.80

Explanation for the purpose of this Notification:-

- (1) The entire State shall be treated as one Zone.

(2) In case of an employee employed on piece rate basis, the minimum rate of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.

(3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if he works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

(4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.

(5) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.

(6) Male and female employees should be given equal wages for equal work.

(7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs, plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,
Deputy Secretary to Government.

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IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act.

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, dated 9th June, 2008.

MINIMUM WAGES ACT, 1948.

No.KHR-110 -MWA-102008-302-M(2):- The following draft of a notification which is proposed to be issued under clause (b) of sub-section (1) of Section 3 read with clause (b) of sub-section (1) of Section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948. (XI of 1948) (hereinafter referred to as "the said Act"), for revising the minimum rates of wages payable to the employees employed in the scheduled Employment in

any shop or commercial establishment other than that covered under any of the other entries in this schedule covered under entry 16 in Part-I of the Schedule to the said Act, specified in the schedule annexed to this draft notification ("hereinafter referred to as the said scheduled employment") in the whole of the State of Gujarat is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act, for the information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration by the Government of Gujarat on or after the expiry of two months from the date of its publication in the *Official Gazette*.

Any objections or suggestions which may be received by the Principal Secretary, Labour and Employment Department, Block No.5, 6th floor, Sachivalaya, Gandhinagar from any person in respect of the said draft notification on or before the expiry of the aforesaid period will be taken into consideration by the Government.

DRAFT NOTIFICATION

No. KHR-110-MWA-102008-302-M(2) : In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (b) of sub-section (1) of section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/48 /MWA/1089/344/(2) M(2) dated the 21st March, 1994 the Government of Gujarat hereby revises the minimum rates of wages in respect of employees employed in the said scheduled employments in the whole of the State of Gujarat so as to consist of;

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column-2 there of ;and
- (b) special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that;-

- (i) for the rise of every five points over the cost of living index number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
- (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month;

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in any shop or commercial establishment other than that covered under any of the other entries in this schedule :

Sr. No.	Classes of employees	Rates payable . per day (Rs)		
		Zone -I 3	Zone - II 4	Zone-III 5
I.	Class-I-A :	144.70	141.70	137.40
	Manager, Head Munim, Secretary, Head Cashier, Stenographer, Head Clerk, Office Supritendent, Head Salesman, Employee who works efficiently by exercising considerable independent judgement discharges his duties with responsibility and possesses thorough and comprehensive knowledge of trade, craft or industry in which he is employed. Employees by whatever name called doing work of the nature done by persons falling under any of the foregoing enteries.			

1	2	3	4	5
II.	Class-I-B :	141.70	137.40	135.70
	Junior Clerk, Bill Clerk, Ugharani Clerk, Delivery Clerk, Typist, Munim, Cashier, Accountants, Salesman, Sales Clerk, Compounder, Driver, Employee who does the work of a well defined routine nature and discharges the duties assigned to him independently and with responsibility, Employees by whatever name called doing work of the nature done by persons falling under any of the foregoing enteries.			
III	Class-II :	138.70	135.70	135.00
	Packer, Builder, Tollatas, Shop Asstt., Employees who performs duties assigned to him of a relatively narrow job involving routine operations, Employees by whatever name called doing work of the nature done by persons falling under any of the foregoing enteries.			
IV	Class-III :	135.70	135.00	134.40
	Peon, Messenger, Watchman, Mazdoor, Employee who performs duties of simple nature and physical exertion, , Employees by whatever name called doing work of the nature done by persons falling under any of the foregoing enteries.			

SCHEDULE

Explanation for the purpose of this Notification:-

(1) (a) Zone 1 shall comprise the area within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporation Act, 1949 and the areas falling within a peripheral distance of 10 kilometers from the aforesaid limits.

(b) Zone-II comprise all the areas within the limits of the towns cities having a population of one lac and above according to the figures of latest census available and the areas-falling within a peripheral distance of five kilometers from the aforesaid limit.

(c) Zone-III shall comprise all the areas in the State of Gujarat other than those included in Zone-I and Zone-II.

(2) In case of an employee employed on piece rate basis, the minimum rate of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.

(3) The University Campus, the Agricultural University Campus and the Cantonment Area shall pay the minimum rates of wages of the scheduled employment of the nearest Zone.

(4) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

(5) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.

(6) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.

(7) Male and female employees should be given equal wages for equal work.

(8) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,

Deputy Secretary to Government.



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and Gujarat Industrial Relations Act.

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, dated 9th June, 2008.

MINIMUM WAGES ACT, 1948.

No. KHR-111 -MWA-102008-302-M(2) :- The following draft of a notification which is proposed to be issued under clause (b) of sub-section (1) of Section 3 read with clause (b) of sub-section (1) of Section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948. (XI of 1948) (hereinafter referred to as "the said Act"), for revising the minimum rates of wages payable to the employees employed in the scheduled Employment

mention as the employment in Non-teaching Staff in private non-grant-in-aid Educational Institution covered under the entry 58 in Part-I of the Schedule to the said Act, specified in the schedule annexed to this draft notification ("hereinafter referred to as the said scheduled employment") in the whole of the State of Gujarat is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act, for the information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration by the Government of Gujarat on or after the expiry of two months from the date of its publication in the Official Gazette.

Any objections or suggestions which may be received by the Principal Secretary, Labour and Employment Department, Block No.5, 6th floor, Sachivalaya, Gandhinagar from any person in respect of the said draft notification on or before the expiry of the aforesaid period will be taken into consideration by the Government.

DRAFT NOTIFICATION

No. KHR-111-MWA-102008-302-M(2) : In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (b) of sub-section (1) of section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/6/MWA/1096/2168/Part-1-M(2) dated the 23rd January, 2003 the Government of Gujarat hereby revises the minimum rates of wages in respect of employees employed in the said scheduled employments in the whole of the State of Gujarat so as to consist of;

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column-2 there of ;and
- (b) special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that:-

- (i) for the rise of every five points over the cost of living index number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
- (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month;

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in Non teaching staff in private non-grant-in-aid Educational Institution.

Sr. No.	Classes of employees	Rates payable . per day (Rs)		
		Zone -I	Zone - II	Zone-III
1	2	3	4	5
I.	Class-I-A	159.90		
	Gruhpati, Gruhmata, Manager, Secretary, Office Supritendent, Head Clark, Sinior Clerk, Head Accountant, Head Munim, Head Cahier, Stenographer, Employees by whatever name called doing work of the nature done by persons falling under any of the foregoing enteries.			

1	2	3	4	5
II.	Class-I-B :	157.20		
	Junior Clerk, Typist, Munim, Cashior, Accountant, Compounder, Electrician, Telephone Operator, Driver, Employees by whatever name called doing work of the nature done by persons falling under any of the foregoing enteries.			
III.	Class-II :	154.60		
	Cook, Carpenter, Mason, Blacksmith, Plumber, Fitter, Pumpman, Wireman, Conductor, Employees by whatever name called doing work of the nature done by persons falling under any of the foregoing enteries.			
IV.	Class-III :	152.00		
	Peon, Watchman, Mazdoor, Safai Kamdar, Watchman-Cum-Peon, Cleaner, Aaya, Gardner(Mali), Hamal, Helper, Groundman, Office boy, Hostel boy, Cooking Asstt., Employees by whatever name called doing work of the nature done by the persons falling under any of the foregoing entries.			

Explanation for the purpose of this Notification:-

- (1) (a) Zone I shall comprise the area within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporation Act, 1949 and the areas falling within a peripheral distance of 10 kilometers from the aforesaid limits.
- (b) Zone-II comprise all the areas within the limits of the towns cities having a population of one lac and above according to the figures of latest census available and the areas-falling within a peripheral distance of five kilometers from the aforesaid limit.

(C) Zone-III shall comprise all the areas in the State of Gujarat other than those included in Zone-I and Zone-II.

(2) In case of an employee employed on piece rate basis, the minimum rate of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.

(3) The University Campus, the Agricultural University Campus and the Cantonment Area shall pay the minimum rates of wages of the scheduled employment of the nearest Zone.

(4) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

(5) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.

(6) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.

(7) Male and female employees should be given equal wages for equal work.

(8) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,

Deputy Secretary to Government.



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PART I-L

**Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act.**

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT
AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948,
GANDHINAGAR**

Notification

No. KH/SHMC/38857/MWA/6.—In pursuance of clause (d) of section- 2 of Minimum Wages Act, 1948, in its application to the State of Gujarat. I, the Deputy Commissioner of Labour, Gandhinagar, the Competent Authority, appointed under clause (c) of the said section-2, hereby declare cost of living index number for the employees employed in employments mentioned in Part-I of the schedule to the Act.

SCHEDULE

(Average price for the calendar year 1960=100)

Month	Cost of Living Index Number
March, 2008	2935

Gandhinagar, 13th June, 2008.

H. R. SHAH,
Deputy Commissioner of Labour and
Competent Authority under
the Minimum Wages Act, 1948,
Gujarat State, Gandhinagar.

નાયબ શ્રમ આયુક્ત અને સને ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમની કલમ-૨(ગ)
અન્વયે સક્ષમ અધિકારી દ્વારા

જાહેરનામું

નંબર કેએચ-એસએચએમસી-૩૮૮૫૭.- લઘુત્તમ વેતન અધિનિયમની કલમ-૨ના ખંડ
(ગ) થી મને સત્તાની રૂએ હું, નાયબ શ્રમ આયુક્ત, ગાંધીનગર, આથી લઘુત્તમ વેતન અધિનિયમની
કલમ-૨(ઘ) અન્વયે ઉક્ત કાયદાની અનુસૂચિના ભાગ-૧માં નિર્દિષ્ટ કરેલ રોજગારીમાં ગુજરાત
રાજ્યમાં કામ કરતાં શ્રમયોગી / કર્મચારીઓ માટે નીચે મુજબ જીવન નિર્વાહ ખર્ચનો આંક
જાહેર કરું છું.

અનુસૂચિ

(૧૯૬૦ના આખા અંગ્રેજી વર્ષ માટેના સરેરાશ ભાવ = ૧૦૦)

મહિનો	જીવન-નિર્વાહ ખર્ચના સૂચિ આંક
માર્ચ, ૨૦૦૮	૨૯૩૫

ગાંધીનગર, તારીખ ૧૩મી જુન, ૨૦૦૮.

એચ. આર. શાહ,
નાયબ શ્રમ આયુક્ત અને
લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી, ગુજરાત રાજ્ય,
ગાંધીનગર.



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PART I-L

**Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act.**

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT
AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948,
GANDHINAGAR**

Notification

No. KH/SHMC/38858/MWA/6.—In pursuance of clause (d) of section-2 of Minimum Wages Act, 1948, in its application to the State of Gujarat. I, the Deputy Commissioner of Labour, Gandhinagar, the Competent Authority, appointed under clause (c) of the said section-2, hereby declare cost of living index number for the employees employed in employments mentioned in Part-I of the schedule to the Act.

SCHEDULE

(Average price for the calendar year 1960=100)

Month	Cost of Living Index Number
April, 2008	2983

Gandhinagar, 13th June, 2008.

H. R. SHAH,

Deputy Commissioner of Labour and
Competent Authority under
the Minimum Wages Act, 1948,
Gujarat State, Gandhinagar.

નાયબ શ્રમ આયુક્ત અને સને ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમની કલમ-૨(ગ)
અન્વયે સક્ષમ અધિકારી દ્વારા

જાહેરનામું

નંબર કેએચ-એસએચએમસી-૩૮૮૫૮.- લઘુત્તમ વેતન અધિનિયમની કલમ-૨ના ખંડ
(ગ) થી મને સત્તાની રૂએ હું, નાયબ શ્રમ આયુક્ત, ગાંધીનગર, આથી લઘુત્તમ વેતન અધિનિયમની
કલમ-૨(ધ) અન્વયે ઉક્ત કાયદાની અનુસૂચિના ભાગ-૧માં નિર્દિષ્ટ કરેલ રોજગારીમાં ગુજરાત
રાજ્યમાં કામ કરતાં શ્રમયોગી / કર્મચારીઓ માટે નીચે મુજબ જીવન નિર્વાહ ખર્ચનો આંક
જાહેર કરું છું.

અનુસૂચિ

(૧૯૬૦ના આખા અંગ્રેજી વર્ષ માટેના સરેરાશ ભાવ = ૧૦૦)

મહિનો	જીવન-નિર્વાહ ખર્ચના સૂચિ આંક
એપ્રિલ, ૨૦૦૮	૨૯૮૩

ગાંધીનગર, તારીખ ૧૩મી જુન, ૨૦૦૮.

એચ. આર. શાહ,

નાયબ શ્રમ આયુક્ત અને
લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી, ગુજરાત રાજ્ય,
ગાંધીનગર.

સરકારી મુદ્રણાલય, વડોદરા.

EXTRA No. 30

POSTAL REGISTRATION
No. VDR-E/14/2006-2008



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PART I-L

Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act.

BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT
AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948,
GANDHINAGAR

Notification

No. KH/SHMC/38863/MWA/6.—In pursuance of clause (d) of section- 2 of Minimum Wages Act, 1948, in its applicable to the State of Gujarat. I, the Deputy Commissioner of Labour, Gandhinagar, the Competent Authority, appointed under clause (c) of the said section-2, hereby declare cost of living index number for to the employees employed in employments mentioned in Part-I of the schedule to the Act.

SCHEDULE

(Average price for the calendar year 1960=100)

Month	Cost of Living Index Number
May, 2008	2959

Gandhinagar, 11th July, 2008.

H. R. SHAH,

Deputy Commissioner of Labour and
Competent Authority under
the Minimum Wages Act, 1948,
Gujarat State, Gandhinagar.

નાયબ શ્રમ આયુક્ત અને સને ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમની કલમ-૨(ગ)
અન્વયે સક્ષમ અધિકારી દ્વારા

જાહેરનામું

નંબર કેએચ-એસએચએમસી-૩૮૮૬૩.- લઘુત્તમ વેતન અધિનિયમની કલમ-૨ના ખંડ
(ગ) થી મને મળેલ સત્તાની રૂએ હું, નાયબ શ્રમ આયુક્ત, ગાંધીનગર, આથી લઘુત્તમ વેતન
અધિનિયમની કલમ-૨(ઘ) અન્વયે ઉક્ત કાયદાની અનુસૂચિના ભાગ-૧માં નિર્દિષ્ટ કરેલ
રોજગારીમાં ગુજરાત રાજ્યમાં કામ કરતાં શ્રમયોગી / કર્મચારીઓ માટે નીચે મુજબ જીવન નિર્વાહ
ખર્ચનો આંક જાહેર કરું છું.

અનુસૂચિ

(૧૯૬૦ના આખા અંગ્રેજી વર્ષ માટેના સરેરાશ ભાવ = ૧૦૦)

મહિનો	જીવન-નિર્વાહ ખર્ચના સૂચિ આંક
મે, ૨૦૦૮	૨૯૫૯

ગાંધીનગર, તારીખ ૧૧મી જુલાઈ, ૨૦૦૮.

એચ. આર. શાહ,

નાયબ શ્રમ આયુક્ત અને
લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી, ગુજરાત રાજ્ય,
ગાંધીનગર.

સરકારી મુદ્રણાલય, વડોદરા.

EXTRA No. 31

POSTAL REGISTRATION
No. VDR-E/14/2006-2008



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PART I-L

Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act.

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, dated 17th July, 2008.

Minimum Wages Act, 1948.

No:KHR-2008-135-MWA-1098-1134-M(2):- WHEREAS draft notification under Government Notification, Labour and Employment Department, No : KHR-2008-40-MWA-1098-1134-M(2), dated the 19th April, 2008, was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (XI of 1948), at pages 24-1 to 24-3 in the Government

I-L-Extra-31

31/1

31/2 GUJ.GOV.T.GAZ. EX., JULY 17, 2008 /ASADHA 14, 1930 [PART I-L
Gazette, Extra-ordinary, Part I-L, Extra No.24 dated the 19th April, 2008, inviting
objections and suggestions from all persons likely to be affected thereby, within
two months from the date of its publication in the *Official Gazette*.

AND WHEREAS, the objections and the suggestions received in respect of
the said notification have been considered by the Government;

NOW, THEREFORE, in exercise of the powers conferred by sub-section (1)
of section 3 of the Minimum Wages Act, 1948 (XI of 1948), the Government of
Gujarat after consulting the Minimum Wages Advisory Board and in
supersession of the Government Notification, Labour and Employment
Department No : KHR-35-2002-MWA/1098/1134/Part-II/M (2), dated the
30th March, 2002, hereby revises the minimum rates of wages in respect of the
employees in the Scheduled Employment in Agriculture, in the whole of the State
of Gujarat as set out in the Schedule appended hereto;

SCHEDULE

Class of employees	Rate payable by the day to a casual labourer	Rate payable by the year to a permanent labourer
1	2	3
Employees in the Employment in Agriculture	Rs. 100=00	36,500/-

Explanation :

For the purpose of this notification—

- (1) The entire State shall be treated as one Zone;
- (2) There shall be no discrimination between male and female employees for the payment of minimum wages;
- (3) In the case of a permanent employee employed for a part of the year, the minimum rates of wages payable to him annually shall be proportionately reduced;
- (4) "Casual Labourer" mean any person who is employed for hire or reward to do any work in connection with employment in agriculture and is paid wages with or without perquisites, on the basis of a working day ;

- (5) "Permanent Labourer" means any person included an employee known as "Chakar", "Bhagia", "Hathi", or "Sathie", who is employed for hire or reward to do any work in connection with employment in agriculture and is paid wages with or without perquisites on the basis of a specific period of work from one month to twelve months ;
- (6) In the case of an employee employed on piece-rate basis, the minimum rates of wages shall be so fixed that the amount of the wages payable to him for the number of hours of work which constitutes a normal working day shall not be less than the wages payable by the day to an employee on time rate basis;
- (7) An employee employed on part-time basis shall be paid fifty per cent of the minimum rates of wages upto four hours and full minimum rates of wages for more than four hours if he works.

By order and in the name of the Governor of Gujarat.

A. M. KADRI,
Deputy Secretary to Government.

GOVERNMENT PRESS, VADODARA.



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PART I-L

Notifications, Orders and Awards (other than those published in Part I,
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and Gujarat Industrial Relations Act

શ્રમ અને રોજગાર વિભાગ

જાહેરનામું

સચિવાલય, ગાંધીનગર, તારીખ ૧૫મી જુલાઈ, ૨૦૦૮.

ઔદ્યોગિક વિવાદ અધિનિયમ, ૧૯૪૭ (સને ૧૯૪૭ નો ૧૪ મો).

ક્રમાંક કેએચઆર-૨૦૦૮/૧૩૧/આઈડીએ-૧૦૯૮-૩૪૦-પાર્ટ-૧-મ(૪).- ગુજરાત સરકારને ખાતરી થઈ છે કે, પેટ્રોકેમીકલ્સ ઉદ્યોગ હેઠળના શ્રમયોગીઓના રોજગારને સને ૧૯૪૭ના ઔદ્યોગિક વિવાદ અધિનિયમ (જેનો ઉલ્લેખ હવે પછી “ઉક્ત અધિનિયમ” એ રીતે કરેલ છે) ના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરવામાં આવે તે જાહેર હિતમાં જરૂરી છે.

તેથી હવે, ઉક્ત અધિનિયમની કલમ-(૨) ના ખંડ (એન) ના પેટા-ખંડ(ક) થી મળેલ સત્તાની રૂએ, ગુજરાત સરકાર, આથી રીલાયન્સ ઈન્ડસ્ટ્રીઝ લી., હજીરા મેન્યુ. ડીવીઝન, સુરત હેઠળના કામદારોના રોજગારની સેવાઓને તારીખ ૧૭-૭-૨૦૦૮થી વધુ છ માસની મુદત સુધી ઉક્ત અધિનિયમના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરે છે.

ગુજરાતના રાજ્યપાલશ્રીના હુકમથી અને તેમના નામે,

એ. એમ. કાદરી,
નાયબ સચિવ.

સરકારી મુદ્રણાલય, વડોદરા.

EXTRA No. 33

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શ્રમ અને રોજગાર વિભાગ

જાહેરનામું

સચિવાલય, ગાંધીનગર, તારીખ ૧૫મી જુલાઈ, ૨૦૦૮.

ઔદ્યોગિક વિવાદ અધિનિયમ, ૧૯૪૭ (સને ૧૯૪૭ નો ૧૪ મો).

ક્રમાંક કેએચઆર-૨૦૦૮/૧૩૨/આઈડીએ-૧૦૮૭-૫૮૨-(૯૭) - પાર્ટ-૧-મ(૪).- ગુજરાત સરકારને ખાતરી થઈ છે કે, ગુજરાતમાં આવેલ ફર્ટલાઈઝર ઉદ્યોગ હેઠળના શ્રમયોગીઓના રોજગારને સને ૧૯૪૭ના ઔદ્યોગિક વિવાદ અધિનિયમ (જેનો ઉલ્લેખ હવે પછી “ઉક્ત અધિનિયમ” એ રીતે કરેલ છે) ના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરવામાં આવે તે જાહેર હિતમાં જરૂરી છે.

તેથી હવે, ઉક્ત અધિનિયમની કલમ-(૨) ના ખંડ (એન) ના પેટા-ખંડ(ક) થી મળેલી સત્તાની રૂએ, ગુજરાત સરકાર, આથી સદરહુ રોજગારની સેવાઓને તારીખ ૧૫-૭-૨૦૦૮થી વધુ છ માસની મુદત સુધી ઉક્ત અધિનિયમના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરે છે.

ગુજરાતના રાજ્યપાલશ્રીના હુકમથી અને તેમના નામે,

એ. એમ. કાદરી,
નાયબ સચિવ.

સરકારી મુદ્રણાલય, વડોદરા.



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જાહેરનામું

સચિવાલય, ગાંધીનગર, તારીખ ૧૫ જુલાઈ, ૨૦૦૮.

ઔદ્યોગિક વિવાદ અધિનિયમ, ૧૯૪૭ (સને ૧૯૪૭નો ૧૪મો).

ક્રમાંક કેએચઆર-૨૦૦૮/૧૩૩/આઈડીએ-૧૦૨૦૦૪-૯૨૩-મ (૪).- ગુજરાત સરકારને ખાતરી થઈ છે કે, સ્ટેપલ ફાઈબર અને એસિડ ઉદ્યોગ હેઠળના શ્રમયોગીઓના રોજગારને સને ૧૯૪૭ના ઔદ્યોગિક વિવાદ અધિનિયમ (જેનો ઉલ્લેખ હવે પછી “ઉક્ત અધિનિયમ” એ રીતે

કરેલ છે) ના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરવામાં આવે તે જાહેર હિતમાં જરૂરી છે.

તેથી, હવે, ઉક્ત અધિનિયમની કલમ-(૨)ના ખંડ (એન) ના પેટા-ખંડ (દ) થી મળેલ સત્તાની રૂએ ગુજરાત સરકાર, આથી બિરલા સેલ્યુલોઝીક મુ. ખરચ, કોસંબા આર. એસ., જી. ભરૂચના શ્રમયોગીના રોજગારની સેવાઓને આ જાહેરનામાની તારીખથી છ માસની મુદત સુધી ઉક્ત અધિનિયમના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરે છે.

ગુજરાતના રાજ્યપાલશ્રીના હુકમથી અને તેમના નામે,

એ. એમ. કાદરી,
નાયબ-સચિવ.

સરકારી મુદ્રણાલય, વડોદરા.

EXTRA No. 35

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LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, dated 19th April, 2008.

Minimum Wages Act, 1948.

No: KHR-2008-41-MWA-1098-1134-M (2) :- The following draft of a notification which is proposed to be issued under sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948) (hereinafter referred to as "the said Act"), is hereby published as required by clause (b) of sub section (1) of section 5 of the said Act, for the information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration, by

the Government of Gujarat, on or after the expiry of two months from the date of its publication in the *Official Gazette*.

Any objections or suggestions which may be received by the Rural Labour Commissioner, Gujarat State, Block No. 7, 1st floor, Dr. Jivraj Mehta Bhavan, Gandhinagar, from any person in respect to the said draft before the expiry of the aforesaid period will be taken into consideration by the Government.

DRAFT NOTIFICATION

No:KHR-41-1098-MWA-1134-M(2) :- In exercise of the powers conferred by sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948) and in supersession of the Government Notification, Labour and Employment Department No. KHR-36-2002-MWA-1098-1134-Part-II-M (2), dated the 30th March, 2002 the Government of Gujarat hereby revises the minimum rates of wages payable to the employees as mentioned in Column 3, as per the nature of piece work set out in Column 2, in respect of the class of employees mentioned in Column 1 of the Schedule appended hereto, -

SCHEDULE

Class of employees 1	Nature of piece work 2	Rate payable to a Labourer 3
Employees employed in Sugarcane cutting in the employment in agriculture.	Sugarcane cutting and Loading	Rs. 168 per ton

Explanation :

For the purpose of this notification-

- (1) The entire State shall be treated as one Zone.
- (2) There shall be no discrimination between male and female workers in the payment of minimum wages.

By order and in the name of the Governor of Gujarat.

A. M. KADRI,

Deputy Secretary to Government.



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જાહેરનામું

સચિવાલય, ગાંધીનગર, તારીખ ૨૨મી જુલાઈ, ૨૦૦૮.

ઔદ્યોગિક વિવાદ અધિનિયમ, ૧૯૪૭ (સને ૧૯૪૭ નો ૧૪ મો).

ક્રમાંક કેએચઆર-૨૦૦૮/૧૩૯/આઈડીએ-૨૦૦૨-૧૧૧૭-પાર્ટ-૧-મ(૪).- ગુજરાત સરકારને ખાતરી થઈ છે કે, રેયોન અને સ્પીર્ડીંગ ઉદ્યોગ હેઠળના શ્રમયોગીઓના રોજગારને સને ૧૯૪૭ના ઔદ્યોગિક વિવાદ અધિનિયમ (જેનો ઉલ્લેખ હવે પછી “ઉક્ત અધિનિયમ” એ રીતે કરેલ છે) ના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરવામાં આવે તે જાહેર હિતમાં જરૂરી છે.

તેથી હવે, ઉક્ત અધિનિયમની કલમ-(૨) ના ખંડ (એન) ના પેટા-ખંડ (૬) થી મળેલ સત્તાની રૂએ, ગુજરાત સરકાર, આથી ઈન્ડિયન રેયોન (આદિત્ય બીરલા નુવો લી., નું યુનિટ), વેરાવળ હેઠળના શ્રમયોગીઓના રોજગારની સેવાઓને આ જાહેરનામાની તારીખથી ૬ (૬) માસની મુદત સુધી ઉક્ત અધિનિયમના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરે છે.

ગુજરાતના રાજ્યપાલશ્રીના હુકમથી અને તેમના નામે,

એ. એમ. કાદરી,
નાયબ સચિવ.

સરકારી મુદ્રણાલય, વડોદરા.



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જાહેરનામું

સચિવાલય, ગાંધીનગર, તારીખ ૨૨મી જુલાઈ, ૨૦૦૮.

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તેથી હવે, ઉક્ત અધિનિયમની કલમ-(૨) ના ખંડ (એન) ના પેટા-ખંડ(૬) થી મળેલ સત્તાની રૂએ, ગુજરાત સરકાર, આથી વર્ધમાન એકેલીક્સ લી., જી.આઈ.ડી.સી., ઝઘડીયા, જિ. ભરૂચ હેઠળના શ્રમયોગીઓના રોજગારની સેવાઓને આ જાહેરનામાની તારીખથી છ માસની મુદત સુધી ઉક્ત અધિનિયમના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરે છે.

ગુજરાતના રાજ્યપાલશ્રીના હુકમથી અને તેમના નામે,

એ. એમ. કાદરી,
નાયબ સચિવ.

સરકારી મુદ્રણાલય, વડોદરા.

EXTRA No. 38

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જાહેરનામું

સચિવાલય, ગાંધીનગર, તારીખ ૪થી સપ્ટેમ્બર, ૨૦૦૮.

औद्योगिक विवाद अधिनियम, १९४७ (सने १९४७ नो १४ भो).

ક્રમાંક કેએચઆર-૨૦૦૮/૧૬૧/આઈડીએ-૧૦૦૦-૭૭૯-ભાગ-૨-મ(૪).- ગુજરાત સરકારને ખાતરી થઈ છે કે, હોસ્પિટલ ઉદ્યોગ હેઠળના શ્રમયોગીઓના રોજગારને સને ૧૯૪૭ના ઔદ્યોગિક વિવાદ અધિનિયમ (જેનો ઉલ્લેખ હવે પછી “ઉક્ત અધિનિયમ” એ રીતે કરેલ છે) ના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરવામાં આવે તે જાહેર હિતમાં જરૂરી છે.

તેથી હવે, ઉક્ત અધિનિયમની કલમ-(૨) ના ખંડ (એન) ના પેટા-ખંડ (૬) થી મળેલ સત્તાની રૂએ, ગુજરાત સરકાર, આથી અશક્તાશ્રમ હોસ્પિટલ, સુરતના શ્રમયોગીઓના રોજગારની સેવાઓને આ જાહેરનામાની તારીખથી ૬ (છ) માસની મુદત સુધી ઉક્ત અધિનિયમના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરે છે.

ગુજરાતના રાજ્યપાલશ્રીના હુકમથી અને તેમના નામે,

એ. એમ. કાદરી,
નાયબ સચિવ.

સરકારી મુદ્રણાલય, વડોદરા.

EXTRA No. 39

POSTAL REGISTRATION
No. VDR-E/14/2006-2008



सत्यमेव जयते

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PART I-L

Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, dated 17th September, 2008.

MINIMUM WAGES ACT, 1948.

No. KHR-166-2008/MWA/10-2005-1103/M(2).—Whereas, a draft proposal to add certain employment in State Sphere, in exercise of the powers conferred by Section-27 of the Minimum Wages Act, 1948 (11th of 1948) was published *vide* Government Notification, Labour and Employment Department No. KHR-2008/13/MWA/10/2005/1103/M(2), dated the 18th January, 2008, which was

published in the Gujarat Government Gazette, Extraordinary Part I-L No. - 3, dated 18th January, 2008, inviting objections or suggestions from any persons or organizations likely to be affected thereby, within three months from the date of its publication its intention to add "the Employment of Sweeping and Cleaning excluding activities prohibited under the Employment of Manual Scavengers and Construction of Dry Latrines (Prohibition) Act, 1993" in Part - I of the Schedule to the said Act :

And whereas, no objections and suggestions have been received by the State Government in respect of the said notification;

Now, therefore, in exercise of the powers conferred by Section-27 of the Minimum Wages Act, 1948 (11th of 1948), the Government of Gujarat hereby adds the following employment to Part - I of the Schedule to the said Act, namely :-

"60-Employment of Sweeping and Cleaning excluding activities prohibited under the Employment of Manual Scavengers and Construction of Dry Latrines (Prohibition) Act, 1993".

By Order and in the name of the Governor of Gujarat,

A. M. KADRI,

Deputy Secretary to the Government.

PRINTED AT THE GOVERNMENT PRESS, VADODARA.



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Notification, Orders and Awards (other than those published in Part I,
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and Gujarat Industrial Relations Act

નાયબ શ્રમ આયુકત અને સને ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી દ્વારા

અધિસૂચના

નંબર કેએચ-એસએચએમસી-૩૮૮૯૨.-એમડબલ્યુએ-૬.- શિક્ષણ અને મજૂર વિભાગના તારીખ ૧૦મી ઓગષ્ટ, ૧૯૬૪ના સરકારી જાહેરનામા નં. કેએચ-એસએચ/એમડબલ્યુએ/૧૦૬૪/૫૧૯૭૨-ટી, અન્વયે નાયબ શ્રમ આયુકત, ગાંધીનગરને સક્ષમ અધિકારી (હવે પછી આમાં જેમનો ઉલ્લેખ “ ઉક્ત સક્ષમ અધિકારી ” તરીકે કરવામાં આવ્યો છે) તરીકે નીમવામાં આવ્યા હોવાથી તેમણે ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમની કલમ-૨ના ખંડ (ઘ) મુજબ અધિનિયમની અનુસૂચિના ભાગ-૧માં જણાવેલા અને ગુજરાત સરકારના રાજ્યપત્રમાં પ્રસિદ્ધ કરાયેલા

રોજગારોમાં નોકરી કરતા કર્મચારીઓને લાગુ પડતા આ સાથે જોડેલી અનુસૂચિ-૧ ના ખાના (૩) માં દર્શાવ્યા પ્રમાણેના તારીખ ૩૦મી જૂન, ૨૦૦૮ના રોજ પૂરા થતા ૬ મહિના માટેની સરેરાશ જીવન-નિર્વાહ ખર્ચના સૂચિ આંકની ખાતરી અને જાહેરાત કરી છે.

અનુસૂચિ-૧

(૧૯૬૦ના આખા અંગ્રેજી વર્ષ માટેના સરેરાશ ભાવ = ૧૦૦)

મુદત		સરેરાશ જીવન નિર્વાહ ખર્ચના
માં શરૂ થતી	માં પૂરી થતી	સૂચિ-આંક
૧	૨	૩
જાન્યુઆરી, ૨૦૦૮	જૂન, ૨૦૦૮	૨૮૫૨

ગુજરાત સરકારે શ્રમ અને રોજગાર વિભાગના પરિશિષ્ટમાં દર્શાવ્યા મુજબ જાહેરનામા નંબર તથા પરિશિષ્ટમાં દર્શાવ્યા મુજબ જાહેરનામા નંબર તથા વ્યવસાયથી ગુજરાત રાજ્યમાં પરિશિષ્ટમાં દર્શાવેલા રોજગાર (આમાં હવે પછી જેનો ઉલ્લેખ “ઉક્ત અનુસૂચિત રોજગાર” તરીકે કરવામાં આવ્યો છે) માં નોકરી કરતાં કર્મચારીઓની બાબતમાં ચૂકવવાપાત્ર દૈનિક અને માસિક લઘુત્તમ વેતન દરમાં તારીખ ૨૫મી એપ્રિલ, ૧૯૮૭ના રોજ અને તારીખ ૧લી મે, ૧૯૮૭ થી અમલી બને એ રીતે એવો સુધારો કર્યો છે કે જેથી એમાં જણાવેલા મૂળ વેતન દર અને ખાસ ભથ્થાનો સમાવેશ થઈ જાય અને ઉક્ત સક્ષમ અધિકારીને એવી સૂચના આપી છે કે, અનુક્રમે ૩૦મી જૂન અને ૩૧મી ડિસેમ્બરના રોજ પૂરા થતાં એની તરત પહેલાંના ૬ મહિના માટેના ૧ લી ઓક્ટોબર અને ૧ લી એપ્રિલથી શરૂ કરીને દર છ મહિનાના અંતરે સરેરાશ જીવન-નિર્વાહ ખર્ચના સૂચિ-આંકના આધારે ભથ્થાના દરમાં એવી રીતે ફેરફાર કરવો કે જેથી (ક) જીવન-નિર્વાહ ખર્ચના સૂચિ-આંક ૧૬૪૫ કરતાં અથવા ઉક્ત અનુસૂચિત રોજગારમાં નોકરી કરતાં કર્મચારીઓને લાગુ પડતા ૧૬૪૫ કરતાં વધુ હોય એવી કોઈ સંખ્યા કરતાં દર પાંચ પોઈન્ટના વધારા માટે મૂળ વેતન દર ઉપરાંત દૈનિક રૂ. ૦-૨૦ અથવા માસિક રૂ. ૫-૨૦ના લેખે ખાસ ભથ્થું ચૂકવવાનું રહેશે. (ખ) ૧૬૪૫ કરતાં નીચો ન હોય એવા જીવન-નિર્વાહ ખર્ચના સૂચિ-આંક દર પાંચ પોઈન્ટના ઘટાડા માટે, ખાસ ભથ્થાના દરનો તારીખ ૧લી ઓક્ટોબર, ૨૦૦૮ થી શરૂ થતા ૬ મહિનાની મુદત માટે પહેલાં મેળ બેસાડવામાં આવે એ શરતે ખાસ ભથ્થામાં દૈનિક રૂ. ૦-૨૦ અથવા માસિક રૂ. ૫-૨૦ના દરે ઘટાડો કરવામાં આવશે.

આથી હવે, શ્રમ અને રોજગાર વિભાગના તારીખ ૨૫મી એપ્રિલ, ૧૯૮૭ના ઉક્ત જાહેરનામા ના પરિશિષ્ટમાં દર્શાવ્યા મુજબ મળેલી સત્તાની રૂએ ઉક્ત સક્ષમ અધિકારી તારીખ ૧લી ઓક્ટોબર, ૨૦૦૮ના રોજ શરૂ થતાં છ મહિનાની બાબતમાં, આ સાથે જોડેલી અનુસૂચિ-૨ ના ખાના (૧) માં જણાવેલા વિભાગોમાં ઉક્ત અનુસૂચિત રોજગારમાં નોકરી કરતાં કર્મચારીઓના મૂળ વેતન-દર ઉપરાંત એમને ચૂકવવાપાત્ર ખાસ ભથ્થું (જીવન-નિર્વાહ ખર્ચ પેટે ભથ્થું) ઉક્ત અનુસૂચિ (૨)માં જણાવેલા દરે ઉપર્યુક્ત રીતે ઠરાવે છે અને જાહેર કરે છે.

અનુસૂચિ-૨

પરિશિષ્ટમાં દર્શાવેલ રોજગારીઓ :

કર્મચારી વર્ગ	ખાસ ભથ્થાની રકમ (જીવન-નિર્વાહ ખર્ચ પેટે ભથ્થું)	
(૧)	(૨)	
	દૈનિક	માસિક
કુશળ, અર્ધ-કુશળ, બિન-કુશળ, }	રૂ. પૈસા ૫૨.૨૦	રૂ. પૈસા ૧૩૫૭-૨૦

સ્પષ્ટીકરણ :- આ જાહેરનામાના હેતુ પુરતું કર્મચારીઓના કુશળ, અર્ધ-કુશળ, અને બિન-કુશળ વર્ગનો અર્થ શ્રમ અને રોજગાર વિભાગના તારીખ ૨૫મી એપ્રિલ, ૧૯૮૭ના જાહેરનામાં નં. પરિશિષ્ટમાં દર્શાવ્યા મુજબ અને આ હેતુ માટે રચવામાં આવેલા અનુક્રમે કુશળ, અર્ધ-કુશળ, અને બિન-કુશળ, વર્ગના કર્મચારીઓ એવો થશે.

પરિશિષ્ટ

અનુ. નંબર	વ્યવસાયનું નામ	જાહેરનામા ક્રમાંક અને તારીખ ૨૫મી એપ્રિલ, ૧૯૮૭
૧	૨	૩
૧.	ઓટોમોબાઈલ્સ રીપેરીંગ વર્ક્સ અને ગેરેજનો વ્યવસાય.	(૧) કેએચઆર-૦/એમડબલ્યુએ/૧૦૮૭/૧૬૧૮ (૧)/એમ (૨) ૨૫-૪-૮૭.
૨.	બેકરી ઉદ્યોગ.	(૨) કેએચઆર-૮૧/એમડબલ્યુએ/૧૦૮૭/૧૬૧૮ (૨)/એમ (૨) ૨૫-૪-૮૭.
૩.	બોલીન વ્યવસાય.	(૩) કેએચઆર-૮૨/એમડબલ્યુએ/૧૦૮૭/૧૬૧૮ (૩)/એમ (૨) ૨૫-૪-૮૭.
૪.	હાડકાનો ભૂકો બનાવવાનો વ્યવસાય.	(૪) કેએચઆર-૩/એમડબલ્યુએ/૧૦૮૭/૧૬૧૮ (૪)/એમ (૨) ૨૫-૪-૮૭.
૫.	ઈંટ ઉત્પાદન વ્યવસાય.	(૫) કેએચઆર-૪/એમડબલ્યુએ/૧૦૮૭/૧૬૧૮ (૫)/એમ (૨) ૨૫-૪-૮૭.
૬.	સિમેન્ટ પ્રિસ્ટ્રેડની બનાવટોના વ્યવસાય.	(૬) કેએચઆર-૫/એમડબલ્યુએ/૧૦૮૭/૧૬૧૮ (૬)/એમ (૨) ૨૫-૪-૮૭.

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૭.૮. રસ્તાઓના બાંધકામ કે નિભાવ કરવાની કે બાંધકામ અને મકાન જાળવણીનો વ્યવસાય	(૭) (૮) કેએચઆર-૯૬/એમડબલ્યુએ/૧૦૯૭/૧૬૧૯ (૭-૮) /એમ (૨) ૨૫-૪-૯૭.
૯. કોટન જીનીંગ, કોટન પ્રોસેસીંગનો વ્યવસાય.	(૯) કેએચઆર-૭/એમડબલ્યુએ/૧૦૯૭/૧૬૧૯ (૯) /એમ (૨) ૨૫-૪-૯૭.
૧૦. તબીબી વ્યવસાય, કલીનીક અથવા પેથોલોજીકલ પ્રયોગશાળા (હોસ્પિટલ અને નર્સીંગ હોમ સિવાય).	(૧૦) કેએચઆર-૯૮/એમડબલ્યુએ/૧૦૯૭/૧૬૧૯ (૧૦) /એમ (૨) ૨૫-૪-૯૭.
૧૧. સારકામ અને પાતાળફૂવા વ્યવસાય.	(૧૧) કેએચઆર-૯૯/એમડબલ્યુએ/૧૦૯૭/૧૬૧૯ (૧૧) /એમ (૨) ૨૫-૪-૯૭.
૧૨. ઇલેક્ટ્રોનીક્સ ઉદ્યોગ, એને સંબંધિત અથવા આનુસંગિક ઉદ્યોગ.	(૧૨) કેએચઆર-૧૦૦/એમડબલ્યુએ/૧૦૯૭/૧૬૧૯ (૧૨) /એમ (૨) ૨૫-૪-૯૭.
૧૩. ફિલ્મ ઉદ્યોગ, ફિલ્મનું ઉત્પાદન, વિસ્તરણ, પ્રદર્શન.	(૧૩) કેએચઆર-૧૦૧/એમડબલ્યુએ/૧૦૯૭/૧૬૧૯ (૧૩) /એમ (૨) ૨૫-૪-૯૭.
૧૪. મત્સ્ય ઉદ્યોગનો વ્યવસાય.	(૧૪) કેએચઆર-૧૦૨/એમડબલ્યુએ/૧૦૯૭/૧૬૧૯ (૧૪) /એમ (૨) ૨૫-૪-૯૭.
૧૫. ફોરેસ્ટ્રી અને ટીમ્બર ઓપરેશનનો વ્યવસાય.	(૧૫) કેએચઆર-૧૦૩/એમડબલ્યુએ/૧૦૯૭/૧૬૧૯ (૧૫) /એમ (૨) ૨૫-૪-૯૭.
૧૬. હોઝીયરી ઉદ્યોગનો વ્યવસાય.	(૧૬) કેએચઆર-૧૦૪/એમડબલ્યુએ/૧૦૯૭/૧૬૧૯ (૧૬) /એમ (૨) ૨૫-૪-૯૭.
૧૭. હોસ્પિટલ અને નર્સીંગ હોમનો વ્યવસાય.	(૧૭) કેએચઆર-૧૦૫/એમડબલ્યુએ/૧૦૯૭/૧૬૧૯ (૧૭) /એમ (૨) ૨૫-૪-૯૭.
૧૮. ૫૦ કરતાં ઓછા કામદારો કામે રાખતી ઔદ્યોગિક ઈજનેરી સંસ્થાઓ. (ઓટોમોબાઇલ વર્ક્સ એન્ડ ગેરેજ વ્યવસાય સિવાય)	(૧૮) કેએચઆર-૧૦૬/એમડબલ્યુએ/૧૦૯૭/૧૬૧૯ (૧૮) /એમ (૨) ૨૫-૪-૯૭.
૧૯. ૫૦ કરતાં વધુ કામદારો કામે રાખતી ઈજનેરી સંસ્થાઓ (ઓટોમોબાઇલ એન્ડ ગેરેજ સિવાય)	(૧૯) કેએચઆર-૧૦૭/એમડબલ્યુએ/૧૦૯૭/૧૬૧૯ (૧૯) /એમ (૨) ૨૫-૪-૯૭.

૧	૨	૩
૨૦. જરી ઉદ્યોગ (અખાડેદાર સિવાય)	(૨૦) કેએચઆર-૧૦૮/એમડબલ્યુએ/૧૦૮૭/૧૬૧૯ (૨૦) /એમ (૨) ૨૫-૪-૯૭.	
૨૧. ખાંડસરી ઉદ્યોગ	(૨૧) કેએચઆર-૧૦૮/એમડબલ્યુએ/૧૬૧૯ (૨૧) /એમ (૨) ૨૫-૪-૯૭.	
૨૨. (એ) મ્યુનિસિપલ કોર્પોરેશન	(૨૨-એ) કેએચઆર-૧૧૦/એમડબલ્યુએ/૧૦૮૭/૧૬૧૯ (૨૨-એ) /એમ (૨) ૨૫-૪-૯૭.	
(બી) મ્યુનિસિપાલિટી અને નગરપંચાયત	(૨૨-બી) કેએચઆર-૧૧૧/એમડબલ્યુએ/૧૦૮૭/૧૬૧૯ (૨૨-બી) /એમ (૨) ૨૫-૪-૯૭.	
(સી) ગ્રામ પંચાયત	(૨૨-સી) કેએચઆર-૧૧૨/એમડબલ્યુએ/૧૦૮૭/૧૬૧૯ (૨૨-સી) /એમ (૨) ૨૫-૪-૯૭.	
૨૩. કારખાના ધારાની કલમ ૨ (કે) મુજબની ઉત્પાદન પ્રક્રિયા કરતી કોઈપણ સંસ્થાનો વ્યવસાય.	(૨૫) કેએચઆર-૧૧૫/એમડબલ્યુએ/૧૦૮૭/૧૬૧૯ (૨૫) /એમ (૨) ૨૫-૪-૯૭.	
૨૪. રેડીમેડ ગારમેન્ટ અને દરજીકામનો વ્યવસાય.	(૨૬) કેએચઆર-૧૧૬/એમડબલ્યુએ/૧૦૮૭/૧૬૧૯ (૨૬) /એમ (૨) ૨૫-૪-૯૭.	
૨૫. ઓઈલ મીલ ઉદ્યોગ	(૨૭) કેએચઆર-૧૧૭/એમડબલ્યુએ/૧૦૮૭/૧૬૧૯ (૨૭) /એમ (૨) ૨૫-૪-૯૭.	
૨૬. પેટ્રોલ અને ડીઝલ પંપ ઉદ્યોગ	(૨૮) કેએચઆર-૧૧૮/એમડબલ્યુએ/૧૦૮૭/૧૬૧૯ (૨૮) /એમ (૨) ૨૫-૪-૯૭.	
૨૭. ફાર્માસ્યુટિકલ ઉદ્યોગ	(૨૯) કેએચઆર-૧૧૯/એમડબલ્યુએ/૧૦૮૭/૧૬૧૯ (૨૯) /એમ (૨) ૨૫-૪-૯૭.	
૨૮. પ્લાસ્ટીક ઉદ્યોગ	(૩૦) કેએચઆર-૧૨૦/એમડબલ્યુએ/૧૦૮૭/૧૬૧૯ (૩૦) /એમ (૨) ૨૫-૪-૯૭.	
૨૯. પોટરી ઉદ્યોગ	(૩૧) કેએચઆર-૧૨૧/એમડબલ્યુએ/૧૦૮૭/૧૬૧૯ (૩૧) /એમ (૨) ૨૫-૪-૯૭.	
૩૦. પાવરલુમ ઉદ્યોગ	(૩૨) કેએચઆર-૧૨૨/એમડબલ્યુએ/૧૦૮૭/૧૬૧૯ (૩૨) /એમ (૨) ૨૫-૪-૯૭.	
૩૧. પ્રિવીવીંગ ટેક્સટાઈલ પ્રોસેસીંગ ઉદ્યોગ	(૩૩) કેએચઆર-૧૨૩/એમડબલ્યુએ/૧૦૮૭/૧૬૧૯ (૩૩) /એમ (૨) ૨૫-૪-૯૭.	

૧	૨	૩
૩૨. પ્રિન્ટીંગ પ્રેસ, લેટર પ્રેસ, લીથો પ્રેસ તેમજ બાઈન્ડીંગ ઉદ્યોગ	(૩૪) કેએચઆર-૧૨૪/એમડબલ્યુએ/૧૦૮૭/૧૬૧૮ (૩૪)/એમ (૨) ૨૫-૪-૯૭.	
૩૩. પબ્લીક મોટર ટ્રાન્સપોર્ટ ઉદ્યોગ	(૩૫) કેએચઆર-૧૨૫/એમડબલ્યુએ/૧૦૮૭/૧૬૧૮ (૩૫)/એમ (૨) ૨૫-૪-૯૭.	
૩૪. કાગળ અને પૂંકા બનાવવાનો ઉદ્યોગ	(૩૬) કેએચઆર-૧૨૬/એમડબલ્યુએ/૧૦૮૭/૧૬૧૮ (૩૬)/એમ (૨) ૨૫-૪-૯૭.	
૩૫. રહેણાંકની હોટેલરેસ્ટોરન્ટ અથવા ભોજનાલયનો વ્યવસાય.	(૩૭) કેએચઆર-૧૨૭/એમડબલ્યુએ/૧૦૮૭/૧૬૧૮ (૩૭)/એમ (૨) ૨૫-૪-૯૭.	
૩૬. રાઈસમીલ, ફ્લોરમીલ, દાળમીલનો ઉદ્યોગ	(૩૮) કેએચઆર-૧૨૮/એમડબલ્યુએ/૧૦૮૭/૧૬૧૮ (૩૮)/એમ (૨) ૨૫-૪-૯૭.	
૩૭. છાપરાના નળીયા બનાવવાનો વ્યવસાય.	(૩૯) કેએચઆર-૧૨૯/એમડબલ્યુએ/૧૦૮૭/૧૬૧૮ (૩૯)/એમ (૨) ૨૫-૪-૯૭.	
૩૮. રબર ઉદ્યોગ	(૪૦) કેએચઆર-૧૩૦/એમડબલ્યુએ/૧૦૮૭/૧૬૧૮ (૪૦)/એમ (૨) ૨૫-૪-૯૭.	
૩૯. સાબુ ઉદ્યોગ	(૪૨) કેએચઆર-૧૩૨/એમડબલ્યુએ/૧૦૮૭/૧૬૧૮ (૪૨)/એમ (૨) ૨૫-૪-૯૭.	
૪૦. પથ્થર તોડવાનો ઉદ્યોગ	(૪૩) કેએચઆર-૧૩૩/એમડબલ્યુએ/૧૦૮૭/૧૬૧૮ (૪૩)/એમ (૨) ૨૫-૪-૯૭.	
૪૧. ખાંડ ઉદ્યોગ	(૪૪) કેએચઆર-૧૩૪/એમડબલ્યુએ/૧૦૮૭/૧૬૧૮ (૪૪)/એમ (૨) ૨૫-૪-૯૭.	
૪૨. ચર્મ ઉદ્યોગ	(૪૫) કેએચઆર-૧૩૫/એમડબલ્યુએ/૧૦૮૭/૧૬૧૮ (૪૫)/એમ (૨) ૨૫-૪-૯૭.	
૪૩. તમાકુ અને બીડી બનાવવાનો વ્યવસાય.	(૪૬) કેએચઆર-૧૩૬/એમડબલ્યુએ/૧૦૮૭/૧૬૧૮ (૪૬)/એમ (૨) ૨૫-૪-૯૭.	
૪૪. તમાકુની પ્રક્રિયા માટેનો વ્યવસાય	(૪૭) કેએચઆર-૧૩૭/એમડબલ્યુએ/૧૦૮૭/૧૬૧૮ (૪૭)/એમ (૨) ૨૫-૪-૯૭.	
૪૫. ગરમ ગાલીચા તથા સાલ બનાવવાનો વ્યવસાય.	(૪૮) કેએચઆર-૧૩૮/એમડબલ્યુએ/૧૦૮૭/૧૬૧૮ (૪૮)/એમ (૨) ૨૫-૪-૯૭.	

ગાંધીનગર, તારીખ ૧૬મી સપ્ટેમ્બર, ૨૦૦૮.

એચ. આર. શાહ,

નાયબ શ્રમ આયુક્ત અને

લઘુત્તમ વેતન અધિનિયમ, ૧૯૪૮

અન્વયે સક્ષમ અધિકારી,

(ગુજરાત રાજ્ય), ગાંધીનગર.

સરકારી મુદ્રણાલય, વડોદરા.

EXTRA No. 41



सत्यमेव जयते

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41/2 GUJ. GOVT. C
ભાગ-૧ માં જણાવે
કરતાં કર્મચારીઓ
તા. ૩૦મી
સુચિમાં

The Gujarat Government

**EXTRAORDINARY
PUBLISHED BY AUTHORITY**

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FRIDAY, SEPTEMBER 19, 2008 / BHADRA 28, 1930

Separate paging is given to this part in order that it may be filed
as a separate compilation

PART I-L

Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

નાયબ શ્રમ આયુક્ત અને સને ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી દ્વારા

અધિસૂચના

નંબર કેએચ/એસએચએમસી/૩૮૮૮૩/એમડબ્લ્યુએ/ફ.-શિક્ષણ અને મજૂર વિભાગના
તા. ૧૦મી ઓગસ્ટ, ૧૯૬૪ના સરકારી જાહેરનામા નં. કેએચ/એસએચ/એમડબ્લ્યુએ/૧૦૬૪/
૫૧૯૭૨/ટી, અન્વયે નાયબ શ્રમ આયુક્ત, ગાંધીનગરને સક્ષમ અધિકારી (હવે પછી આમાં જેમનો
ઉલ્લેખ “ ઉક્ત સક્ષમ અધિકારી ” તરીકે કરવામાં આવ્યો છે) તરીકે નીમવામાં આવ્યા હોવાથી
તેમણે ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમની કલમ-૨ના ખંડ (ધ) મુજબ અધિનિયમની અનુસૂચિના

લા અને ગુજરાત સરકારના રાજ્યપત્રમાં પ્રસિધ્ધ કરાયેલા રોજગારોમાં નોકરી માટે લાગુ પડતા આ સાથે જોડેલી અનુસૂચિ-૧ના ખાના (૩)માં દર્શાવ્યા પ્રમાણેના જુન, ૨૦૦૮ના રોજ પૂરા થતા ૬ મહિના માટેની સરેરાશ જીવન નિર્વાહ ખર્ચના ની ખાતરી અને જાહેરાત કરી છે.

અનુસૂચિ-૧

(૧૯૬૦ના આખા અંગ્રેજી વર્ષ માટેના સરેરાશ ભાવ = ૧૦૦)

મુદત		
માં શરૂ થતી	માં પૂરી થતી	સરેરાશ જીવન-નિર્વાહ ખર્ચના સૂચિઆંક
૧	૨	૩
જાન્યુઆરી-૨૦૦૮	જુન-૨૦૦૮	૨૮૫૨

ગુજરાત સરકારે શ્રમ અને રોજગાર વિભાગના જાહેરનામા નંબર કેએચઆર-૬/એમડબલ્યુએ/૧૦૮૬/૨૧૬૮/પાર્ટ-૧-મ(૨) થી ગુજરાત રાજ્યમાં અનુદાન ન મેળવતી ખાનગી શૈક્ષણિક સંસ્થાઓમાં કામ કરતા બિન-શૈક્ષણિક કામદારોના રોજગાર (આમા હવે પછી જેનો ઉલ્લેખ "ઉક્ત અનુસૂચિત રોજગાર" તરીકે કરવામાં આવ્યો છે.)માં નોકરી કરતા કર્મચારીઓની બાબતમાં ચૂકવવા પાત્ર દૈનિક અને માસિક લઘુત્તમ વેતન દરમાં તા. ૨૩-૧-૨૦૦૩ના રોજ અને ૨૩-૧-૨૦૦૩થી અમલી બને એ રીતે એવી સુધારો કર્યો છે કે જેથી એમાં, જણાવેલા મૂળ વેતન દર અને ખાસ ભથ્થાનો સમાવેશ થઈ જાય અને ઉક્ત સક્ષમ અધિકારીને એવી સુચના આપી છે કે, અનુક્રમે ૩૦ જુન અને ૩૧મી ડીસેમ્બરના રોજ પૂરા થતા એની તરત પહેલાના ૬ મહિના માટેના ૧લી ઓક્ટોબર અને ૧લી એપ્રિલથી શરૂ કરીને ૬ મહિનાના અંતરે સરેરાશ જીવન-નિર્વાહ ખર્ચના સૂચિઆંકના આધારે ભથ્થાના દરમાં એવી રીતે ફેરફાર કરવો કે જેથી (ક) જીવનનિર્વાહ ખર્ચના સૂચિઆંક ૨૨૩૫ કરતા અથવા ઉક્ત અનુસૂચિત રોજગારીમાં નોકરી કરતા કર્મચારીઓને લાગુ પડતા ૨૨૩૫ કરતા વધુ હોય એવી કોઈ સંખ્યા કરતા દર પાંચ પોઈન્ટના વધારા માટે મુળ વેતન દર ઉપરાંત દૈનિક રૂ. ૦-૨૦ અથવા માસિક રૂ. ૫-૨૦ લેખે ખાસ ભથ્થુ ચૂકવવાનું રહેશે. (ખ) ૨૨૩૫ કરતા નીચો ન હોય એવા જીવન-નિર્વાહ ખર્ચના સૂચિઆંક દર પાંચ પોઈન્ટના ઘટાડા માટે, ખાસ ભથ્થાના દરનો તા. ૧લી ઓક્ટોબર, ૨૦૦૮ થી શરૂ થતાં ૬ મહિનાની મુદત માટે પહેલા મેળ બેસાડવામાં આવે એ શરતે ખાસ ભથ્થામાં દૈનિક રૂ. ૦-૨૦ અથવા માસિક રૂ. ૫-૨૦ના દરે ઘટાડો કરવામાં આવશે.

આથી હવે, શ્રમ અને રોજગાર વિભાગના તા. ૨૩-૧-૨૦૦૩ના ઉક્ત જાહેરનામા નંબર કેએચઆર-૬/એમડબ્લ્યુએ/૧૦૮૬/૨૧૬૮-પાર્ટ-૧-મ(૨), અન્વયે મળેલી સત્તાની રૂએ ઉક્ત સક્ષમ અધિકારી તા. ૧લી ઓક્ટોબર, ૨૦૦૮ના રોજ શરૂ થતાં છ મહિનાની બાબતમાં આ સાથે જોડેલી અનુસૂચિ-૨ના ખાના-૧માં જણાવેલા વિભાગોમાં ઉક્ત અનુસૂચિત રોજગારમાં નોકરી કરતા કર્મચારીઓના મુળ વેતન-દર ઉપરાંત એમને ચૂકવવાપાત્ર ખાસ ભથ્થુ (જીવન-નિર્વાહ ખર્ચ પેટે ભથ્થુ) ઉક્ત અનુસૂચિ (૨)માં જણાવેલા દરે ઉપર્યુક્ત રીતે ઠરાવે છે અને જાહેર કરે છે.

અનુસૂચિ-૨.

અનુદાન ન મેળવતી ખાનગી શૈક્ષણિક સંસ્થાઓમાં કામ કરતા બિન શૈક્ષણિક કામદારોની રોજગારી :

કર્મચારી વર્ગ	ખાસ ભથ્થાની રકમ (જીવન-નિર્વાહ ખર્ચ પેટે ભથ્થુ)	
(૧)	(૨)	
	દૈનિક રૂ.	માસિક રૂ.
કલાસ-૧-અ	૨૮-૬૦	૭૪૩-૬૦
કલાસ-૧-બ		
કલાસ-૨		
કલાસ-૩		

સ્પષ્ટીકરણ :-આ જાહેરનામાના હેતુ પુરતુ કલાસ-૧-અ, કલાસ-૧-બ, ૨ અને ૩નો અર્થ શ્રમ અને રોજગાર વિભાગના તા. ૨૩-૧-૨૦૦૩ના જાહેરનામા નં. કેએચઆર-૬/એમડબ્લ્યુએ/૧૦૮૬/૨૧૬૮/પાર્ટ-૧-મ (૨) માં જણાવેલા હેતુ માટે છે અને તે અનુસાર કલાસ ૧-અ, ૧-બ, ૨ અને ૩ની રચના કરવામાં આવી છે.

ગાંધીનગર, તા. ૧૬મી સપ્ટેમ્બર, ૨૦૦૮.

એચ. આર. શાહ,
નાયબ શ્રમ આયુક્ત,
અને લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી, ગુજરાત રાજ્ય,
ગાંધીનગર.



सत्यमेव जयते

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PART I-L

Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

નાયબ શ્રમ આયુક્ત અને સને ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી દ્વારા

અધિસૂચના

નંબર કેએચ/એસએચએમસી/૩૮૮૮૪/એમડબલ્યુએ/૬.-શિક્ષણ અને મજૂર વિભાગના તા. ૧૦મી ઓગસ્ટ, ૧૯૬૪ના સરકારી જાહેરનામા નં. કેએચ/એસએચ/એમડબલ્યુએ/૧૦૬૪/૫૧૯૭૨/ટી, અન્વયે નાયબ શ્રમ આયુક્ત, ગાંધીનગરને સક્ષમ અધિકારી (હવે પછી આમાં જેમનો ઉલ્લેખ “ઉક્ત સક્ષમ અધિકારી” તરીકે કરવામાં આવ્યો છે) તરીકે નીમવામાં આવ્યા હોવાથી તેમણે ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમની કલમ-૨ના ખંડ (ધ) મુજબ અધિનિયમની અનુસૂચિના

ભાગ-૧માં જણાવેલા અને ગુજરાત સરકારના રાજ્યપત્રમાં પ્રસિધ્ધ કરાયેલા રોજગારોમાં નોકરી કરતા કર્મચારીઓને લાગુ પડતા આ સાથે જોડેલી અનુસૂચિ-૧ના ખાના (૩)માં દર્શાવ્યા પ્રમાણેના તા. ૩૦મી જુન, ૨૦૦૮ના રોજ પૂરા થતા ૬ મહિના માટેની સરેરાશ જીવન નિર્વાહ ખર્ચના સૂચિઆંકની ખાતરી અને જાહેરાત કરી છે.

અનુસૂચિ-૧

(૧૯૬૦ના આખા અંગ્રેજી વર્ષ માટેના સરેરાશ ભાવ = ૧૦૦)

મુદત		
માં શરૂ થતી	માં પૂરી થતી	સરેરાશ જીવન-નિર્વાહ ખર્ચના સૂચિઆંક
૧	૨	૩
જાન્યુઆરી-૨૦૦૮	જુન-૨૦૦૮	૨૮૫૨

ગુજરાત સરકારે શ્રમ અને રોજગાર વિભાગના જાહેરનામા નંબર કેએચઆર-૪૮/એમડબ્લ્યુએ/૧૦૮૮/૩૪૪/મ (૨) થી ગુજરાત રાજ્યમાં દુકાન અથવા વાણિજ્ય સંસ્થાઓમાંની નોકરીના રોજગાર (આમા હવે પછી જેનો ઉલ્લેખ “ઉક્ત અનુસૂચિત રોજગાર” તરીકે કરવામાં આવ્યો છે.)માં નોકરી કરતા કર્મચારીઓની બાબતમાં ચૂકવવાપાત્ર દૈનિક અને માસિક લઘુત્તમ વેતનમાં તા. ૨૧-૩-૧૯૮૪ના રોજ અને ૨૧-૩-૧૯૮૪થી અમલી બને એ રીતે એવો સુધારો કર્યો છે કે જેથી એમાં, જણાવેલા મૂળ વેતન દર અને ખાસ ભથ્થાનો સમાવેશ થઈ જાય અને ઉક્ત સક્ષમ અધિકારીને એવી સુચના આપી છે કે, અનુક્રમે ૩૦મી જુન અને ૩૧મી ડીસેમ્બરના રોજ પૂરા થતા એની તરત પહેલાના ૬ મહિના માટેના ૧લી ઓક્ટોબર અને ૧લી એપ્રિલથી શરૂ કરીને ૬ મહિનાના અંતરે સરેરાશ જીવન-નિર્વાહ ખર્ચના સૂચિઆંકના આધારે ભથ્થાના દરમાં એવી રીતે ફેરફાર કરવો કે જેથી (ક) જીવનનિર્વાહ ખર્ચના સૂચિઆંક ૧૦૪૦ કરતા અથવા ઉક્ત અનુસૂચિત રોજગારીમાં નોકરી કરતા કર્મચારીઓને લાગુ પડતા ૧૦૪૦ કરતા વધુ હોય એવી કોઈ સંખ્યા કરતા દર પાંચ પોઈન્ટના વધારા માટે મુળ વેતન દર ઉપરાંત દૈનિક રૂા. ૦-૨૦ અથવા માસિક રૂા. ૫-૨૦ લેખે ખાસ ભથ્થુ ચૂકવવાનું રહેશે. (ખ) ૧૦૪૦ કરતા નીચો ન હોય એવા જીવન-નિર્વાહ ખર્ચના સૂચિઆંક દર પાંચ પોઈન્ટના ઘટાડા માટે, ખાસ ભથ્થાના દરનો તા. ૧લી ઓક્ટોબર, ૨૦૦૮ થી શરૂ થતાં ૬ મહીનાની મુદત માટે પહેલા મેળ બેસાડવામાં આવે એ શરતે ખાસ ભથ્થામાં દૈનિક રૂા. ૦-૨૦ અથવા માસિક રૂા. ૫-૨૦ના દરે ઘટાડો કરવામાં આવશે.

આથી હવે, શ્રમ અને રોજગાર વિભાગના તા. ૨૧/૩/૧૯૮૪ના ઉક્ત જાહેરનામા નંબર કેએચઆર-૪૮/એમડબ્લ્યુએ/૧૦૮૮/૩૪૪-મ(૨), અન્વયે મળેલી સત્તાની રૂએ ઉક્ત સક્ષમ અધિકારી તા. ૧લી ઓક્ટોબર, ૨૦૦૮ના રોજ શરૂ થતાં છ મહિનાની બાબતમાં આ સાથે જોડેલી અનુસૂચિ-૨ના ખાના-૧માં જણાવેલા વિભાગોમાં ઉક્ત અનુસૂચિત રોજગારીમાં નોકરી કરતા કર્મચારીઓના મુળ વેતન-દર (ઉપરાંત એમને ચૂકવવાપાત્ર ખાસ ભથ્થુ જીવન-નિર્વાહ ખર્ચ પેટે ભથ્થુ) ઉક્ત અનુસૂચિ (૨)માં જણાવેલા દરે ઉપર્યુક્ત રીતે કરાવે છે અને જાહેર કરે છે.

અનુસૂચિ-૨

દુકાન અથવા વાણિજ્ય સંસ્થાઓમાંની રોજગારી :

કર્મચારી વર્ગ	ખાસ ભથ્થાની રકમ (જીવન-નિર્વાહ ખર્ચ પેટે ભથ્થુ)	
(૧)	(૨)	(૨)
		દૈનિક રૂ. પૈસા માસિક રૂ. પૈસા
<div style="display: flex; align-items: center;"> <div style="margin-right: 10px;"> કલાસ-૧-અ કલાસ-૧-બ કલાસ-૨ કલાસ-૩ </div> <div style="font-size: 4em; line-height: 1;">}</div> </div>	૭૬-૪૦	૧૮૮૬-૪૦

સ્પષ્ટીકરણ :- આ જાહેરનામાના હેતુ પરતુ કલાસ-૧-અ, કલાસ-૧-બ, ૨ અને ઉનો અર્થ શ્રમ અને રોજગાર વિભાગના તા. ૨૧/૩/૧૯૮૪ના જાહેરનામા નં. કેએચઆર-૪૮/એમડબ્લ્યુએ/૧૦૮૮/૩૪૪-મ (૨) માં જણાવેલા હેતુ માટે છે અને તે અનુસાર કલાસ ૧-અ, ૧-બ, ૨ અને ઉની રચના કરવામાં આવી છે.

ગાંધીનગર, તા. ૧૬મી સપ્ટેમ્બર, ૨૦૦૮.

એચ. આર. શાહ,
નાયબ શ્રમ આયુક્ત,
અને લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી, ગુજરાત રાજ્ય,
ગાંધીનગર.

સરકારી મુદ્રણાલય, વડોદરા.



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PART I-L

Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

નાયબ શ્રમ આયુક્ત અને સને ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી દ્વારા

અધિસૂચના

નંબર કેએચ/એસએચએમસી/૩૮૮૯૫/એમડબલ્યુએ/૬.-શિક્ષણ અને મજૂર વિભાગના
તા. ૧૦મી ઓગસ્ટ, ૧૯૬૪ના સરકારી જાહેરનામા નં. કેએચ/એસએચએમડબલ્યુએ/૧૦૬૪/
૫૧૯૭૨/ટી, અન્વયે નાયબ શ્રમ આયુક્ત, ગાંધીનગરને સક્ષમ અધિકારી (હવે પછી આમાં જેમનો
ઉલ્લેખ “ઉક્ત સક્ષમ અધિકારી” તરીકે કરવામાં આવ્યો છે) તરીકે નીમવામાં આવ્યા હોવાથી
તેમણે ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમની કલમ-૨ના ખંડ (ધ) મુજબ અધિનિયમની અનુસૂચિના

ભાગ-૧માં જણાવેલા અને ગુજરાત સરકારના રાજ્યપત્રનાં પ્રસિધ્ધ કરાયેલા રોજગારોમાં નોકરી કરતા કર્મચારીઓને લાગુ પડતા આ સાથે જોડેલી અનુસૂચિ-૧ના ખાના (૩)માં દર્શાવ્યા પ્રમાણેના તા. ૩૦મી જુન, ૨૦૦૮ના રોજ પૂરા થતા ૬ મહિના માટેની સરેરાશ જીવન નિર્વાહ ખર્ચના સૂચિઆંકની ખાતરી અને જાહેરાત કરી છે.

અનુસૂચિ-૧

(૧૯૬૦ના આખા અંગ્રેજી વર્ષ માટેના સરેરાશ ભાવ = ૧૦૦)

મુદત		
માં શરૂ થતી	માં પૂરી થતી	સરેરાશ જીવન-નિર્વાહ ખર્ચના સૂચિઆંક
૧	૨	૩
જાન્યુઆરી-૨૦૦૮	જુન-૨૦૦૮	૨૮૫૨

ગુજરાત સરકારે શ્રમ અને રોજગાર વિભાગના જાહેરનામા નંબર કેએચઆર-૧૯૬/એમડબ્લ્યુએ/૧૦૮૮/૧૨૦૬/મ (૨) થી ગુજરાત રાજ્યમાં સોલ્ટ પાન ઈન્ડસ્ટ્રીઝના રોજગાર (આમા હવે પછી જેનો ઉલ્લેખ “ઉક્ત અનુસૂચિત રોજગાર” તરીકે કરવામાં આવ્યો છે.)માં નોકરી કરતા કર્મચારીઓની બાબતમાં ચૂકવવાપાત્ર દૈનિક અને માસિક લઘુત્તમ વેતનમાં તા. ૫-૧૦-૨૦૦૦ના રોજ અને ૫-૧૦-૨૦૦૦થી અમલી બને એ રીતે એવો સુધારો કર્યો છે કે જેથી એમાં, જણાવેલા મૂળ વેતન દર અને ખાસ ભથ્થાનો સમાવેશ થઈ જાય અને ઉક્ત સક્ષમ અધિકારીને એવી સુચના આપી છે કે, અનુક્રમે ૩૦મી જુન અને ૩૧મી ડીસેમ્બરના રોજ પૂરા થતા એની તરત પહેલાના ૬ મહિના માટેના ૧લી ઓક્ટોબર અને ૧લી એપ્રિલથી શરૂ કરીને ૬ મહિનાના અંતરે સરેરાશ જીવન-નિર્વાહ ખર્ચના સૂચિઆંકના આધારે ભથ્થાના દરમાં એવી રીતે ફેરફાર કરવો કે જેથી (ક) જીવનનિર્વાહ ખર્ચના સૂચિઆંક ૨૦૧૦ કરતા અથવા ઉક્ત અનુસૂચિત રોજગારીમાં નોકરી કરતા કર્મચારીઓને લાગુ પડતા ૨૦૧૦ કરતા વધુ હોય એવી કોઈ સંખ્યા કરતા દર પાંચ પોઈન્ટના વધારા માટે મુળ વેતન દર ઉપરાંત દૈનિક રૂ. ૦-૨૦ અથવા માસિક રૂ. ૫-૨૦ લેખે ખાસ ભથ્થુ ચૂકવવાનું રહેશે. (ખ) ૨૦૧૦ કરતા નીચો ન હોય એવા જીવન-નિર્વાહ ખર્ચના સૂચિઆંક દર પાંચ પોઈન્ટના ઘટાડા માટે, ખાસ ભથ્થાના દરનો તા. ૧લી ઓક્ટોબર, ૨૦૦૮ થી શરૂ થતાં ૬ મહિનાની મુદત માટે પહેલા મેળ બેસાડવામાં આવે એ શરતે ખાસ ભથ્થામાં દૈનિક રૂ. ૦-૨૦ અથવા માસિક રૂ. ૫-૨૦ના દરે ઘટાડો કરવામાં આવશે.

આથી હવે, શ્રમ અને રોજગાર વિભાગના તા. ૫-૧૦-૨૦૦૦ના ઉક્ત જાહેરનામા નંબર કેએચઆર-૧૯૬/એમડબ્લ્યુએ/૧૦૯૮/૧૨૦૬-મ(૨), અન્વયે મળેલ સત્તાની રૂએ ઉક્ત સક્ષમ અધિકારી તા. ૧લી ઓક્ટોબર, ૨૦૦૮ના રોજ શરૂ થતાં છ મહિનાની બાબતમાં આ સાથે જોડેલી અનુસૂચિ-૨ના ખાના-૧માં જણાવેલા વિભાગોમાં ઉક્ત અનુસૂચિત રોજગારમાં નોકરી કરતા કર્મચારીઓના મુળ વેતન-દર ઉપરાંત એમને ચૂકવવા પાત્ર ખાસ ભથ્થુ (જીવન-નિર્વાહ ખર્ચ પેટે ભથ્થુ) ઉક્ત અનુસૂચિ (૨)માં જણાવેલા દરે ઉપર્યુક્ત રીતે કરાવે છે અને જાહેર કરે છે.

અનુસૂચિ-૨

સોલ્ટ પાન ઈન્ડસ્ટ્રી :

કર્મચારી વર્ગ	ખાસ ભથ્થાની રકમ (જીવન-નિર્વાહ ખર્ચ પેટે ભથ્થુ)	
	દૈનિક રૂ. પૈસા	માસિક રૂ. પૈસા
કુશળ, અર્ધ કુશળ, બિન કુશળ. }	૩૭-૬૦	૮૭૭-૬૦

સ્પષ્ટીકરણ :-આ જાહેરનામાના હેતુ પરતુ કર્મચારીઓના કુશળ, અર્ધ-કુશળ અને બિન-કુશળ વર્ગનો અર્થ શ્રમ અને રોજગાર વિભાગના તા. ૫-૧૦-૨૦૦૦ના જાહેરનામા નં. કેએચઆર-૧૯૬/એમડબ્લ્યુએ/૧૦૯૮/૧૨૦૬-મ (૨) માં દર્શાવેલા અને આ હેતુ માટે રચવામાં આવેલા અનુક્રમે કુશળ, અર્ધ-કુશળ અને બિન-કુશળ વર્ગના કર્મચારીઓ એવો થશે.

ગાંધીનગર, તા. ૧૬મી સપ્ટેમ્બર, ૨૦૦૮.

એચ. આર. શાહ,
નાયબ શ્રમ આયુક્ત,
અને લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી, ગુજરાત રાજ્ય,
ગાંધીનગર.

સરકારી મુદ્રણાલય, વડોદરા.



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PART I-L

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IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

નાયબ શ્રમ આયુક્ત અને સને ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી દ્વારા

અધિસૂચના

નંબર કેએચ/એસએચએમસી/૩૮૮૯૬/એમડબલ્યુએ/૬.-શિક્ષણ અને મજૂર વિભાગના તા. ૧૦મી ઓગસ્ટ, ૧૯૬૪ના સરકારી જાહેરનામા નં. કેએચ/એસએચ/એમડબલ્યુએ/૧૦૬૪/૫૧૯૭૨/ટી, અન્વયે નાયબ શ્રમ આયુક્ત, ગાંધીનગરને સક્ષમ અધિકારી (હવે પછી આમાં જેમનો ઉલ્લેખ “ઉક્ત સક્ષમ અધિકારી” તરીકે કરવામાં આવ્યો છે) તરીકે નીમવામાં આવ્યા હોવાથી તેમણે ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમની કલમ-૨ના ખંડ (ધ) મુજબ અધિનિયમની અનુસૂચિના

ભાગ-૧માં જણાવેલા અને ગુજરાત સરકારના રાજ્યપત્રનાં પ્રસિધ્ધ કરાયેલા રોજગારોમાં નોકરી કરતા કર્મચારીઓને લાગુ પડતા આ સાથે જોડેલી અનુસૂચિ-૧ના ખાના (૩)માં દર્શાવ્યા પ્રમાણેના તા. ૩૦મી જુન, ૨૦૦૮ના રોજ પૂરા થતા ૬ મહિના માટેની સરેરાશ જીવન નિર્વાહ ખર્ચના સૂચિઆંકની ખાતરી અને જાહેરાત કરી છે.

અનુસૂચિ-૧

(૧૯૬૦ના આખા અંગ્રેજી વર્ષ માટેના સરેરાશ ભાવ = ૧૦૦)

મુદત		
માં શરૂ થતી	માં પૂરી થતી	સરેરાશ જીવન-નિર્વાહ ખર્ચના સૂચિઆંક
૧	૨	૩
જાન્યુઆરી-૨૦૦૮	જુન-૨૦૦૮	૨૮૫૨

ગુજરાત સરકારે શ્રમ અને રોજગાર વિભાગના જાહેરનામા નંબર કેએચઆર-૨૦૦૬/૮૨/ એમડબ્લ્યુએ/૧૦૮૦/૧૦૮૬/મ (૨) થી ગુજરાત રાજ્યમાં ખાનગી સલામતી રક્ષક સેવાઓની રોજગારી સંસ્થાઓમાંની નોકરીની રોજગાર (આમા હવે પછી જેનો ઉલ્લેખ “ઉક્ત અનુસૂચિત રોજગાર” તરીકે કરવામાં આવ્યો છે.)માં નોકરી કરતા કર્મચારીઓની બાબતમાં ચૂકવવાપાત્ર દૈનિક અને માસિક લઘુત્તમ વેતનમાં તા. ૨૬-૦૭-૨૦૦૬ના રોજ અને ૨૬-૦૭-૨૦૦૬થી અમલી બને એ રીતે એવો સુધારો કર્યો છે કે, જેથી એમાં, જણાવેલા મૂળ વેતન દર અને ખાસ ભથ્થાનો સમાવેશ થઈ જાય અને ઉક્ત સક્ષમ અધિકારીને એવી સુચના આપી છે કે, અનુક્રમે ૩૦મી જુન અને ૩૧મી ડીસેમ્બરના રોજ પૂરા થતા એની તરત પહેલાના ૬ મહિના માટેના ૧લી ઓક્ટોબર અને ૧લી એપ્રિલથી શરૂ કરીને ૬ મહિનાના અંતરે સરેરાશ જીવન-નિર્વાહ ખર્ચના સૂચિઆંકના આધારે ભથ્થાના દરમાં એવી રીતે ફેરફાર કરવો કે જેથી (ક) જીવનનિર્વાહ ખર્ચના સૂચિઆંક ૨૪૩૭ કરતા અથવા ઉક્ત અનુસૂચિત રોજગારીમાં નોકરી કરતા કર્મચારીઓને લાગુ પડતા ૨૪૩૭ કરતા વધુ હોય એવી કોઈ સંખ્યા કરતા દર પાંચ પોઈન્ટના વધારા માટે મુળ વેતન દર ઉપરાંત દૈનિક રૂા. ૦-૨૦ અથવા માસિક રૂા. ૫-૨૦ લેખે ખાસ ભથ્થુ ચૂકવવાનું રહેશે. (ખ) ૨૪૩૭ કરતા નીચો ન હોય એવા જીવન-નિર્વાહ ખર્ચના સૂચિઆંક દર પાંચ પોઈન્ટના ઘટાડા માટે, ખાસ ભથ્થાના દરનો તા. ૧લી ઓક્ટોબર, ૨૦૦૮ થી શરૂ થતાં ૬ મહીનાની મુદત માટે પહેલા મેળ બેસાડવામાં આવે એ શરતે ખાસ ભથ્થામાં દૈનિક રૂા. ૦-૨૦ અથવા માસિક રૂા. ૫-૨૦ના દરે ઘટાડો કરવામાં આવશે.

આથી હવે, શ્રમ અને રોજગાર વિભાગના તા. ૧૪-૦૮-૨૦૦૬ના ઉક્ત જાહેરનામા નંબર કેએચઆર-૨૦૦૬/૮૨/એમડબ્લ્યુએ/૧૦૮૦/૧૦૮૬-મ(૨), અન્વયે મળેલ સત્તાની રૂએ ઉક્ત સક્ષમ અધિકારી તા. ૧લી ઓક્ટોબર, ૨૦૦૮ના રોજ શરૂ થતાં છ મહિનાની બાબતમાં આ સાથે જોડેલી અનુસૂચિ-૨ના ખાના-૧માં જણાવેલા વિભાગોમાં ઉક્ત અનુસૂચિત રોજગારમાં નોકરી કરતા કર્મચારીઓના મુળ વેતન-દર ઉપરાંત એમને ચૂકવવા પાત્ર ખાસ ભથ્થુ (જીવન-નિર્વાહ ખર્ચ પેટે ભથ્થુ) ઉક્ત અનુસૂચિ (૨)માં જણાવેલા દરે ઉપર્યુક્ત રીતે ઠરાવે છે અને જાહેર કરે છે.

અનુસૂચિ-૨

ખાનગી સલામતી રક્ષક સેવાઓની રોજગારી :

કર્મચારી વર્ગ	ખાસ ભથ્થાની રકમ (જીવન-નિર્વાહ ખર્ચ પેટે ભથ્થુ)	
	દૈનિક રૂ. પૈસા	માસિક રૂ. પૈસા
કુશળ, અર્ધ કુશળ, બિન કુશળ. }	૨૦-૬૦	૫૩૫-૬૦

સ્પષ્ટીકરણ :-આ જાહેરનામાના હેતુ પરતુ કર્મચારીઓના કુશળ, અર્ધ-કુશળ અને બિન-કુશળ વર્ગનો અર્થ શ્રમ અને રોજગાર વિભાગના તા. ૧૪-૦૮-૨૦૦૬ના જાહેરનામા નં. કેએચઆર-૨૦૦૬/૮૨/એમડબ્લ્યુએ/૧૦૮૦/૧૦૮૬-મ (૨) માં જણાવેલા હેતુ માટે દર્શાવ્યા મજૂર અને આ હેતુ માટે રચવામાં આવેલા અનુક્રમે કુશળ, અર્ધ-કુશળ અને બિન-કુશળ વર્ગના કર્મચારીઓ એવી થશે.

ગાંધીનગર, તા. ૧૬મી સપ્ટેમ્બર, ૨૦૦૮.

એચ. આર. શાહ,
નાયબ શ્રમ આયુક્ત,
અને લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી, ગુજરાત રાજ્ય,
ગાંધીનગર.

સરકારી મુદ્રણાલય, વડોદરા.



सत्यमेव जयते

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PART I-L

Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

નાયબ શ્રમ આયુક્ત અને સને ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી દ્વારા

અધિસૂચના

નંબર કેએચ/એસએચએમસી/૩૮૮૯/એમડબ્લ્યુએ/૬.-શિક્ષણ અને મજૂર વિભાગના તા. ૧૦મી ઓગસ્ટ, ૧૯૬૪ના સરકારી જાહેરનામા નં. કેએચ/એસએચએમડબ્લ્યુએ/૧૦૬૪/૫૧૯૭૨/ટી, અન્વયે નાયબ શ્રમ આયુક્ત, ગાંધીનગરને સક્ષમ અધિકારી (હવે પછી આમાં જેમનો ઉલ્લેખ “ઉક્ત સક્ષમ અધિકારી” તરીકે કરવામાં આવ્યો છે) તરીકે નીમવામાં આવ્યા હોવાથી તેમણે ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમની કલમ-૨ના ખંડ (ઘ) મુજબ અધિનિયમની અનુસૂચિના

ભાગ-૧માં જણાવેલા અને ગુજરાત સરકારના રાજ્યપત્રનાં પ્રસિધ્ધ કરાયેલા રોજગારોમાં નોકરી કરતા કર્મચારીઓને લાગુ પડતા આ સાથે જોડેલી અનુસૂચિ-૧ના ખાના (૩)માં દર્શાવ્યા પ્રમાણેના તા. ૩૦મી જુન, ૨૦૦૮ના રોજ પૂરા થતા ૬ મહિના માટેની સરેરાશ જીવન નિર્વાહ ખર્ચના સૂચિમાંકની ખાતરી અને જાહેરાત કરી છે.

અનુસૂચિ-૧

(૧૯૬૦ના આખા અંગ્રેજી વર્ષ માટેના સરેરાશ ભાવ = ૧૦૦)

મુદત		સરેરાશ જીવન-નિર્વાહ ખર્ચના સૂચિમાંક
માં શરૂ થતી	માં પૂરી થતી	
૧	૨	૩
જાન્યુઆરી-૨૦૦૮	જુન-૨૦૦૮	૨૮૫૨

ગુજરાત સરકારે શ્રમ અને રોજગાર વિભાગનાં જાહેરનામા નંબર કેએચઆર-૧૫૮/૨૦૦૩/એમડબલ્યુએ/૧૦૨૦૦૧/૮૪૫/એમ (૨) થી ગુજરાત રાજ્યમાં રેડીમેઇડ ગારમેન્ટ બનાવવામાં અથવા તેની સહાયક સામગ્રી અને દરજી કામ કરતી ત્રણ કરતા વધુ કામદારોને જેમાં કામે રાખેલ હોય તેવી કોઈપણ સંસ્થામાંના રોજગારમાં (આંખા હવે પછી જેનો ઉલ્લેખ “ઉક્ત અનુસૂચિત રોજગાર” તરીકે કરવામાં આવ્યો છે.) નોકરી કરતા કર્મચારીઓની બાબતમાં ચૂકવવાપાત્ર છુટક દરે (પીસ રેટ) કામ કરતા કામદારોના સંબંધમાં લઘુત્તમ વેતન દરમાં તા. ૧૧-૧૧-૨૦૦૩ના રોજ અને ૨૦-૧૧-૨૦૦૩થી અમલી બને એ રીતે એવો સુધારો કર્યો છે કે જેથી એમાં, જણાવેલા મૂળ વેતન દર અને ખાસ ભથ્થાનો સમાવેશ થઈ જાય અને ઉક્ત સક્ષમ અધિકારીને એવી સુચના આપી છે કે, અનુક્રમે ૩૦મી જુન અને ૩૧મી ડીસેમ્બરના રોજ પૂરા થતા એની તરત પહેલાના ૬ મહિના માટેના ૧લી ઓક્ટોબર અને ૧લી એપ્રિલથી શરૂ કરીને ૬ મહિનાના અંતરે સરેરાશ જીવન-નિર્વાહ ખર્ચના સૂચિમાંકના આધારે ભથ્થાના દરમાં એવી રીતે ફેરફાર કરવો કે જેથી (ક) જીવનનિર્વાહ ખર્ચના સૂચિમાંક ૨૨૪૭ કરતા અથવા ઉક્ત અનુસૂચિત રોજગારીમાં નોકરી કરતા કર્મચારીઓને લાગુ પડતા ૨૨૪૭ કરતા વધુ હોય એવી કોઈ સંખ્યા કરતા દર પાંચ પોઈન્ટના વધારા માટે મુળ વેતન દર ઉપરાંત દૈનિક રૂા. ૦-૨૦ અથવા માસિક રૂા. ૫-૨૦ લેખે ખાસ ભથ્થુ ચૂકવવાનું રહેશે. (ખ) ૨૨૪૭ કરતા નીચો ન હોય એવા જીવન-નિર્વાહ ખર્ચના સૂચિમાંક દર પાંચ પોઈન્ટના ઘટાડા માટે, ખાસ ભથ્થાના દરનો તા. ૧લી ઓક્ટોબર, ૨૦૦૮ થી શરૂ થતાં ૬ મહિનાની મુદત માટે પહેલા મેળ બેસાડવામાં આવે એ શરતે ખાસ ભથ્થામાં દૈનિક રૂા. ૦-૨૦ અથવા માસિક રૂા. ૫-૨૦ના દરે ઘટાડો કરવામાં આવશે.

આથી હવે, શ્રમ અને રોજગાર વિભાગના તા. ૧૧-૧૧-૨૦૦૩ના ઉક્ત જાહેરનામા નંબર કેએચઆર-૧૫૮/૨૦૦૩/એમડબ્લ્યુએ/૧૦૨૦૦૧/૮૪૫-એમ (૨), અન્વયે મળેલ સંત્તાની રૂએ ઉક્ત સક્ષમ અધિકારી તા. ૧લી ઓક્ટોબર, ૨૦૦૮ના રોજ શરૂ થતાં છ મહિનાની બાબતમાં આ સાથે જોડેલી અનુસૂચિ-૨ના ખાના-૧માં જણાવેલા વિભાગોમાં ઉક્ત અનુસૂચિત રોજગારમાં નોકરી કરતા કર્મચારીઓના મુળ વેતન-દર ઉપરાંત એમને ચૂકવવા પાત્ર ખાસ ભથ્થુ (જીવન-નિર્વાહ ખર્ચ પેટે ભથ્થુ) ઉક્ત અનુસૂચિ (૨)માં જણાવેલા દરે ઉપર્યુક્ત રીતે ઠરાવે છે અને જાહેર કરે છે.

અનુસૂચિ-૨

રેડી-મેઈડ ગારમેન્ટ બનાવવામાં અથવા તેની સહાયક સામગ્રી અને દરજી કામ કરતી ત્રણ કરતા વધુ કામદારોને જેમાં કામે રાખેલ હોય તેવી કોઈપણ સંસ્થામાંના રોજગારમાં છુટક દરે (પીસ રેટ) કામ કરતા કામદારોની રોજગારી :

આઈટમ (વસ્તુ)નું નામ	ખાસ ભથ્થાની રકમ (જીવન-નિર્વાહ ખર્ચ પેટે ભથ્થુ)	
(૧)	(૨)	(૩)
દૈનિક રૂ. પૈસા		માસિક રૂ. પૈસા
૧. પેટીકોટ બ્લાઉઝ (સેટ) ૨. પેટીકોટ (ખાસ), પેટીકોટ (સામાન્ય) ફોક (મીડી) ફોક (સામાન્ય) બાબાસુટ ૩. ગાઉન (જબ્બા) બુશ શર્ટ/સદરા ૪. ચડ્ડી, બેગ	}	
૨૮-૨૦		૭૩૩-૨૦

સ્પષ્ટીકરણ :- આ જાહેરનામાના હેતુ પરતુ આઈટમ (વસ્તુ)ના નામનો અર્થ શ્રમ અને રોજગાર વિભાગના તા. ૧૧-૧૧-૨૦૦૩ના જાહેરનામા નં. કેએચઆર-૧૫૮-૨૦૦૩/એમડબ્લ્યુએ/૧૦૨૦૦૧/૮૪૫-એમ (૨) માં જણાવેલા હેતુ માટે છે. અને તે અનુસાર આઈટમ (વસ્તુ)ના નામની રચના કરવામાં આવી છે.

ગાંધીનગર, તા. ૧૬મી સપ્ટેમ્બર, ૨૦૦૮.

એચ. આર. શાહ,
 નાયબ શ્રમ આયુક્ત,
 અને લઘુત્તમ વેતન અધિનિયમ અન્વયે
 સક્ષમ અધિકારી, ગુજરાત રાજ્ય,
 ગાંધીનગર.

EXTRA No. 46

POSTAL REGISTRATION
No. VDR-E/14/2006-2008



सत्यमेव जयते

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PART I-L

Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT
AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948,
GANDHINAGAR**

Notification

No. KH/SHMC/38898/MWA/6.—In pursuance of clause (d) of section-2 of Minimum Wages Act, 1948, in its application to the State of Gujarat. I, the Deputy Commissioner of Labour, Gandhinagar, the Competent Authority, appointed under clause (c) of the said section-2, hereby declare cost of living index number for the employees employed in employments mentioned in Part-I of the schedule to the Act.

SCHEDULE

(Average price for the calendar year 1960=100)

Month	Cost of Living Index Number
July, 2008	3112

Gandhinagar, 17th September, 2008.

H. R. SHAH,
Deputy Commissioner of Labour and
Competent Authority under
the Minimum Wages Act, 1948,
Gandhinagar.

નાયબ શ્રમ આયુક્ત અને સને ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી દ્વારા

જાહેરનામું

નંબર કેએચ-એસએચએમસી-૩૮૮૮૮.-લઘુત્તમ વેતન અધિનિયમની કલમ-૨ના ખંડ (ગ)
થી મને સત્તાની રૂએ હું, નાયબ શ્રમ આયુક્ત, ગાંધીનગર, આથી લઘુત્તમ વેતન અધિનિયમની
કલમ-૨(ઘ) અન્વયે ઉક્ત કાયદાની અનુસૂચિના ભાગ-૧માં નિર્દિષ્ટ કરેલ રોજગારીમાં ગુજરાત
રાજ્યમાં કામ કરતાં શ્રમયોગી/કર્મચારીઓ માટે નીચે મુજબ જીવન નિર્વાહ ખર્ચનો આંક જાહેર
કરું છું.

અનુસૂચિ

(૧૯૬૦ના આખા અંગ્રેજી વર્ષ માટેના સરેરાશ ભાવ = ૧૦૦)

મહિનો	જીવન-નિર્વાહ ખર્ચના સૂચિ આંક
જુલાઈ, ૨૦૦૮	૩૧૧૨

ગાંધીનગર, તારીખ ૧૭મી સપ્ટેમ્બર, ૨૦૦૮.

એચ. આર. શાહ,
નાયબ શ્રમ આયુક્ત અને
લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી,
ગાંધીનગર.

સરકારી મુદ્રણાલય, વડોદરા.



सत्यमेव जयते

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PART - I

Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

શ્રમ અને રોજગાર વિભાગ

જાહેરનામું

સચિવાલય, ગાંધીનગર, તારીખ ૮મી ઓક્ટોબર, ૨૦૦૮.

ઔદ્યોગિક વિવાદ અધિનિયમ, ૧૯૪૭ (સને ૧૯૪૭નો ૧૪મો).

ક્રમાંક : કે.એચ.આર.-૨૦૦૮-૧૭૬-આઈડીએ-૧૦૮૮-૨૭૭૭-પાર્ટ-૧-મ(૪).-ગુજરાત સરકારને ખાતરી થઈ છે કે, ગુજરાતમાં આવેલ પેટ્રોકેમિકલ્સ ઉદ્યોગ હેઠળના શ્રમયોગીઓના રોજગારને સને ૧૯૪૭ના ઔદ્યોગિક વિવાદ અધિનિયમ (જેનો ઉદ્દેશ હવે પછી “ઉક્ત અધિનિયમ” એ રીતે કરેલ છે) ના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરવામાં આવે તે જાહેર હિતમાં જરૂરી છે.

47/2 GUJ. GOVT. GAZ. EX., OCTOBER 8, 2008/ASVINA 16, 1930 [Part I-L

તેથી, હવે ઉક્ત અધિનિયમની કલમ-(૨)ના ખંડ (એન)ના પેટા ખંડ (૬) થી મળેલ સત્તાની રૂએ ગુજરાત સરકાર, આથી રીલાયન્સ ઈન્ડસ્ટ્રીઝ લી., પો. દહેજ મેન્યુફેક્ચરીંગ ડીવીઝન, જી. ભરૂચ હેઠળના કામદારોના રોજગારની સેવાઓને આ જાહેરનામાની તારીખથી છ માસની મુદત સુધી ઉક્ત અધિનિયમના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરે છે.

ગુજરાતના રાજ્યપાલશ્રીના હુકમથી અને તેમના નામે,

એ. એમ. કાદરી,
નાયબ સચિવ.

સરકારી મુદ્રણાલય, વડોદરા.



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PART I-L

Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT
AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948,
GANDHINAGAR**

Notification

No. KH/SHMC/38923/MWA/6.—In pursuance of clause (d) of section-2 of Minimum Wages Act, 1948, in its application to the State of Gujarat. I, the Deputy Commissioner of Labour, Gandhinagar, the Competent Authority, appointed under clause (c) of the said section-2, hereby declare cost of living index number for the employees employed in employments mentioned in Part-I of the schedule to the Act.

SCHEDULE

(Average price for the calendar year 1960=100)

Month	Cost of Living Index Number
August, 2008	3136

Gandhinagar, 17 October, 2008.

H. R. SHAH,

Deputy Commissioner of Labour and
Competent Authority under
the Minimum Wages Act, 1948,
Gandhinagar.

નાયબ શ્રમ આયુક્ત અને સને ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી દ્વારા

જાહેરનામું

નંબર કેએચ-એસએચએમસી-૩૮૮૨૩.-લઘુત્તમ વેતન અધિનિયમની કલમ-૨ના ખંડ (ગ)
થી મને સત્તાની રૂએ હું, નાયબ શ્રમ આયુક્ત, ગાંધીનગર, આથી લઘુત્તમ વેતન અધિનિયમની
કલમ-૨(બ) અન્વયે ઉક્ત કાયદાની અનુસૂચિના ભાગ-૧માં નિર્દિષ્ટ કરેલ રોજગારીમાં ગુજરાત
રાજ્યમાં કામ કરતાં શ્રમયોગી/કર્મચારીઓ માટે નીચે મુજબ જીવન નિર્વાહ પર્યનો આંક જાહેર
કરું છું.

અનુસૂચિ

(૧૯૬૦ના આખા અંગ્રેજી વર્ષ માટેના સરેરાશ ભાવ = ૧૦૦)

મહિનો	જીવન-નિર્વાહ પર્યના સૂચિ આંક
ઓગસ્ટ, ૨૦૦૮	૩૧૩૬

ગાંધીનગર, તારીખ ૧૭મી ઓક્ટોબર, ૨૦૦૮.

એચ. આર. શાહ,
નાયબ શ્રમ આયુક્ત અને
લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી,
ગાંધીનગર.

સરકારી મુદ્રણાલય, વડોદરા.



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PART I-L

Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act.

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, dated 1st December, 2008.

Minimum Wages Act, 1948.

No: KHR-2008-192-MWA-1098-1134-M (2) :- WHEREAS draft notification under Government Notification, Labour and Employment Department, No. KHR-2008-41-MWA-1098-1134-M.2, dated the 19th April, 2008, was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (XI of 1948) at pages 35-1 to 35-2 in the Government Gazette, Extra-ordinary, Part I-L, Extra No. 35 dated the 19th April, 2008, inviting

objections and suggestion from all persons likely to be affected thereby, within two months from the date of its publication in the *Official Gazette*.

AND WHEREAS, the objections and suggestions received in respect of the said notification have been considered by the Government;

NOW, THEREFORE, in exercise of the powers conferred by sub-section (1) of section-3 of the Minimum Wages Act, 1948 (XI of 1948), the Government of Gujarat after consulting the Minimum Wages Advisory Board and in supersession of Government Notification, Labour and Employment Department No. KHR-36-2002-MWA-1098-1134-Part-II/M(2), dated the 30th March, 2002, thereby revises the minimum rates of wages payable to the employees as mentioned in colum 3, as per the nature of piece work set out in Column 2, in respect of the class of employees mentioned in Column 1 of the Schedule appended hereto :

SCHEDULE

Class of employees 1	Nature of piece work 2	Rate payable to a Labourer 3
Employees employed in Sugarcane cutting in the employment in agriculture.	Sugarcane cutting and Loading	Rs. 170 per ton

Explanation :

For the purpose of this notification--

- (1) The entire State shall be treated as one Zone.
- (2) There shall be no discrimination between male and female workers in the payment of minimum wages.

By order and in the name of the Governor of Gujarat.

A. M. KADRI,

Deputy Secretary to Government.



सत्यमेव जयते

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PART I-L

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IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act.

BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT
AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948,
GANDHINAGAR

Notification

No. KH/SHMC/38929/MWA/6.—In pursuance of clause (d) of section-2 of Minimum Wages Act, 1948, in its application to the State of Gujarat. I, the Deputy Commissioner of Labour, Gandhinagar, the Competent Authority, appointed under clause (c) of the said section-2, hereby declare cost of living index number for the employees employed in employments mentioned in Part-I of the schedule to the Act.

SCHEDULE

(Average price for the calendar year 1960=100)

Month	Cost of Living Index Number
September, 2008	3160

Gandhinagar, 26th November, 2008.

H. R. SHAH,

Deputy Commissioner of Labour and
Competent Authority under
the Minimum Wages Act, 1948,
Gandhinagar.

નાયબ શ્રમ આયુક્ત અને સને ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમની કલમ-૨ (ગ)
અન્વયે

સક્ષમ અધિકારી દ્વારા

જાહેરનામું

નંબર કેએચ-એસએચએમસી-૩૮૯૨૯.-લઘુત્તમ વેતન અધિનિયમની કલમ-૨ના ખંડ (ગ)
થી મને મળેલ સત્તાની રૂએ હું, નાયબ શ્રમ આયુક્ત, ગાંધીનગર, આથી લઘુત્તમ વેતન અધિનિયમની
કલમ-૨(ઘ) અન્વયે ઉક્ત કાયદાની અનુસૂચિના ભાગ-૧માં નિર્દિષ્ટ કરેલ રોજગારીમાં ગુજરાત
રાજ્યમાં કામ કરતા શ્રમયોગી/કર્મચારીના માટે નીચે મુજબ જીવન નિર્વાહ ખર્ચનો આંક જાહેર
કરું છું.

અનુસૂચિ

(૧૯૬૦ના આખા અંગ્રેજી વર્ષ માટેના સરેરાશ ભાવ = ૧૦૦)

મહિનો	જીવન-નિર્વાહ ખર્ચના સૂચિ આંક
સપ્ટેમ્બર, ૨૦૦૮	૩૧૬૦

ગાંધીનગર, તારીખ ૨૬મી નવેમ્બર, ૨૦૦૮.

એચ. આર. શાહ,
નાયબ શ્રમ આયુક્ત અને
લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી,
ગાંધીનગર.

સરકારી મુદ્રણાલય, વડોદરા.



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શ્રમ અને રોજગાર વિભાગ

જાહેરનામું

સચિવાલય, ગાંધીનગર, તારીખ ૧લી ડિસેમ્બર, ૨૦૦૮.

औद्योगिक विवाद अधिनियम, १९४७ (सने १९४७ नो १४ मो).

ક્રમાંક : કેએચઆર-૨૦૦૮/૧૯૧/આઈડીએ-૧૦૮૬-૮૮-(પાર્ટ-૧)-મ(૪).- ગુજરાત સરકારને ખાતરી થઈ છે કે, જેના સંબંધમાં રાજ્ય સરકાર સમુચિત સરકાર હોય એને જેનું ઉત્પાદન નાયલોન ફીલામેન્ટ યાર્નનું હોય હોય તેવા ઉદ્યોગ હેઠળના કામદારોના રોજગારને સને ૧૯૪૭ના ઔદ્યોગિક વિવાદ અધિનિયમ (જેનો ઉલ્લેખ હવે પછી “ઉક્ત અધિનિયમ” એ રીતે કરેલ છે) ના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરવામાં આવે તે જાહેર હિતમાં જરૂરી છે.

તેથી હવે, ઉક્ત અધિનિયમની કલમ-(૨) ના ખંડ (એન) ના પેટા-ખંડ(ક) થી મળેલ સત્તાની રૂએ, ગુજરાત સરકાર, આથી ગુજરાત સ્ટેટ ફર્ટિલાઈઝર એન્ડ કેમીકલ્સ લી., ફાઈબર યુનિટ, કોસંબા, જી. સુરત હેઠળના શ્રમયોગીઓના રોજગારની સેવાઓને આ જાહેરનામાની તારીખથી છ માસની મુદત સુધી ઉક્ત અધિનિયમના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરે છે.

ગુજરાતના રાજ્યપાલશ્રીના હુકમથી અને તેમના નામે,

એ. એમ. કાદરી,
નાયબ સચિવ.

સરકારી મુદ્રણાલય, વડોદરા.



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and Gujarat Industrial Relations Act.

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, dated 17th December, 2008.

MINIMUM WAGES ACT, 1948.

No. KHR - 2008 - 195 - MWA - 102008 - 385 - M(2):- The following draft of a notification which is proposed to be issued under clause (b) of sub-section (1) of Section 3 of the Minimum Wages Act, 1948. (XI of 1948) (hereinafter referred to as "the said Act"), for revising the minimum rates of wages payable to the employees employed in Agarbatti Making Industry (including home based employment) in the whole of the State of Gujarat is hereby published as required by

clause (b) of sub-section (1) of section 5 of the said Act, for the information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration by the Government of Gujarat on or after the expiry of two months from the date of its publication in the *Official Gazette*.

Any objections or suggestions which may be received by the Principal Secretary, Labour and Employment Department, Block No.5, 6th floor, Sachivalaya, Gandhinagar, from any person in respect of the said draft notification on or before the expiry of the aforesaid period will be taken into consideration by the Government.

DRAFT NOTIFICATION

No.KHR-2008-195 -MWA-102008-385-M(2): In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (b) of sub-section (1) of section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No.KHR/ 2004/110/MWA/1094/I-26/M(2), dated the 25th April, 2004, the Government of Gujarat hereby revises the minimum rates of wages in respect of employees and workers employed in the Agarbatti making Industry (including home based employment) as set out in the Schedule A and Schedule B, as specified under ;

- (i) The minimum rates of wages as set out in column 3 of Schedule A appended below in respect of the class of employees mentioned in column 2 specified categorywise in column 1 of the said schedule in respect of the employees employed in the Agarbatti making industry (including home based employment) :

SCHEDULE - A

Employment in Agarbatti making industry (including home based employment) :

Sr. No.	Classes of Employees	Rates payable . per day (Rs)
1	2	3
I	Skilled : Manager, Accountant, Head Clerk, Salesman, Dipper, Driver	105.00

1	2	3
II	Semi-Skilled : Sales Assistant	70.00
III	Un-skilled : Peon, Helper, Watchman, Sweeper, Cleaner	60.00

(ii) The minimum rates of wages as set out in column (4) of Schedule B appended below in respect of the type of Agarbatti work mentioned in column (2) as mentioned quantitywise in column (3) of the said Schedule in respect of the workers employed in factory or at home.

SCHEDULE - B

For Home Workers and Factory Workers :-

Sr. No.	Type of Agarbatti work	Quantity	Rate payable
1	2	3	4
1	Water based Agarbatti making	1000 Agarbatti	Rs. 7-50 n.p.
2	Oil based Agarbatti making	1000 Agarbatti	Rs. 8-00 n.p.
3	Raw Agarbatti Packing	500 gms. Each	Rs. 0-30 n.p.
4	Roll Agarbatti Packing	100 gms. Each 250 gms. Each 500 gms. Each	Rs. 0-08 n.p. Rs. 0-17 n.p. Rs. 0-27 n.p.
5	Box batti packing	1 Dozen	Rs. 1-10 n.p.

Explanation for the purpose of this Notification :

- (1) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages if he/she works upto Four hours and if he/she works for more than four hours, he/she shall be paid full minimum rates of wages ;
- (2) The employee employed by contractor or other agencies in the scheduled employment shall not be paid less than wages payable to the category of the employees to which they belong ;
- (3) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages ;

- (4) Male and female employees should be given equal wages for equal work;
- (5) The minimum rates of wages payable to an apprentice employee on skilled or semi-skilled work shall be 75% of the minimum rates of wages fixed for the classes of employees to which he belongs, for the first three months. After three months he shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,

Deputy Secretary to Government.

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and Gujarat Industrial Relations Act.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPE-
TENT AUTHORITY, UNDER THE MINIMUM WAGES ACT, 1948.**
GANDHINAGAR.

Notification

No. KH/SHMC/38941/MWA/6.—In pursuance of clause (d) of section -2 of Minimum Wages Act, 1948, in its applicable to the State of Gujarat, I, the Deputy Commissioner of Labour, Gandhinagar, the Competent Authority, appointed under clause (c) of the said section -2, hereby declare cost of living index number for to the employees employed in employments mentioned in Part-I of the schedule to the Act.

SCHEDULE

(Average price for the calendar year 1960=100)

Month	Cost of Living Index Number
OCTOBER, 2008	3203

Gandhinagar, 18th December, 2008.

H. R. SHAH,

Deputy Commissioner of Labour and
Competent Authority under
the Minimum Wages Act, 1948,
(Gujarat State), Gandhinagar.

**નાયબ શ્રમ આયુક્ત અને સને ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી દ્વારા**

જાહેરનામું

નંબર કેએચ-એસએચએમસી-૩૮૯૪૧.— લઘુત્તમ વેતન અધિનિયમની કલમ-૨ના ખંડ (ગ) થી મને મળેલ સત્તાની રૂએ હું નાયબ શ્રમ આયુક્ત, ગાંધીનગર આથી લઘુત્તમ વેતન અધિનિયમની કલમ-૨ (ધ) અન્વયે ઉક્ત કાયદાની અનુસૂચિના ભાગ-૧માં નિર્દિષ્ટ કરેલ રોજગારીમાં ગુજરાત રાજ્યમાં કામ કરતા શ્રમયોગી/કર્મચારીના માટે નીચે મુજબ જીવન નિર્વાહ ખર્ચનો આંક જાહેર કરું છું.

અનુસૂચિ

(૧૯૬૦ના આખા અંગ્રેજી વર્ષ માટેના સરેરાશ ભાવ = ૧૦૦)

મહિનો	જીવન નિર્વાહ ખર્ચના સૂચિ આંક
૧	૨
ઓક્ટોબર, ૨૦૦૮	૩૨૦૩

ગાંધીનગર, તારીખ ૧૮મી ડીસેમ્બર, ૨૦૦૮.

એચ. આર. શાહ,

નાયબ શ્રમ આયુક્ત અને
લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી, (ગુજરાત રાજ્ય),
ગાંધીનગર.

સરકારી મુદ્રણાલય, વડોદરા.

EXTRA No. 54

POSTAL REGISTRATION
No. VDR-E/14/2006-2008



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શ્રમ અને રોજગાર વિભાગ

જાહેરનામું

સચિવાલય, ગાંધીનગર, તારીખ ૧૮ ડીસેમ્બર, ૨૦૦૮.

સને ૧૯૪૭નો ૧૪મો ઔદ્યોગિક વિવાદ અધિનિયમ, ૧૯૪૭.

ક્રમાંક કેએચઆર-૨૦૦૮/૧૯૭/આઈડીએ-૧૦૨૦૦૩-૧૭૮૦-મ (૪).- ગુજરાત સરકારને ખાતરી થઈ છે કે, દૂધ ઉત્પાદન વિતરણ તથા તેના આધારિત અન્ય જીવન ઉપયોગી બનાવટો બનાવતા ઉદ્યોગ હેઠળના શ્રમયોગીઓના રોજગારને સને ૧૯૪૭ના ઔદ્યોગિક વિવાદ

અધિનિયમ (જેનો ઉલ્લેખ હવે પછી “ઉક્ત અધિનિયમ” એ રીતે કરેલ છે) ના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરવામાં આવે તે જાહેર હિતમાં જરૂરી છે.

તેથી, હવે, ઉક્ત અધિનિયમની કલમ-(૨)ના ખંડ (એન) ના પેટા-ખંડ (ક) થી મળેલ સત્તાની રૂએ ગુજરાત સરકાર, આથી ખેડા જિલ્લા સહકારી દૂધ ત્યાદક સંઘ લી., આણંદ તથા તેની સાથે સંકળાયેલ સંસ્થાઓના શ્રમયોગીના રોજગારની સેવાઓને આ જાહેરનામાની તારીખથી છ માસની મુદત સુધી ઉક્ત અધિનિયમના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરે છે.

ગુજરાતના રાજ્યપાલશ્રીના હુકમથી અને તેમના નામે,

એ. એમ. કાદરી,

નાયબ-સચિવ,

શ્રમ અને રોજગાર વિભાગ.

સરકારી મુદ્રણાલય, વડોદરા.